

EXHIBIT E

1 UNITED STATES DISTRICT COURT

2 CENTRAL DISTRICT OF CALIFORNIA - WESTERN DIVISION

3
4
5 MARK SNOOKAL, an individual,)

6 Plaintiff,)

7 v.)

NO. 2:23-cv-6302-
HDV-AJR

8 CHEVRON USA, INC., a California)
9 Corporation, and DOES 1 through)
10 10, inclusive,)

Defendants.)
_____)

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16
17 Videotaped deposition of MARK JORDAN

18 SNOOKAL, Plaintiff, taken on behalf of Defendants
19 at 333 South Hope Street, 43rd Floor, Los Angeles,
20 California, commencing at 10:00 a.m. on Friday,
21 May 10, 2024, before John M. Taxter, Certified
22 Shorthand Reporter No. 3579 in and for the State
23 of California, a Registered Professional Reporter.
24
25

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21 VIDEOGRAPHER:

22 GIGI FADICH
23
24
25

1	that's all of them. Oh, wait. University of	10:09:29
2	North Dakota. They were all remote courses.	10:09:32
3	Q Did you ever get a college degree from	10:09:38
4	any of these schools?	10:09:40
5	A I did not.	10:09:41
6	Q Do you have a college degree today?	10:09:41
7	A I do not.	10:09:43
8	Q Are there any other -- do you have any	10:09:47
9	other certificates or specialized training or	10:09:48
10	education?	10:09:52
11	A I have a SAFe certification which is for	10:09:52
12	product owner which I got on my own for a Chevron	10:09:57
13	project that I had.	10:10:04
14	Q It's a -- a "state" certification?	10:10:05
15	A No. It's a -- like a -- a governing	10:10:07
16	body for Agile Computing. It's -- it's like a	10:10:18
17	Microsoft certificate.	10:10:23
18	Q Okay.	10:10:24
19	A It's just a different organization.	10:10:25
20	Q Any others?	10:10:26
21	A No.	10:10:26
22	Q I think you had mentioned you're	10:10:28
23	married.	10:10:30
24	Right?	10:10:30
25	A I am.	10:10:31

1	Q	Anyone else?	10:11:22
2	A	I'm just thinking of the ones that	10:11:28
3		haven't retired yet. Mario. That's not his name.	10:11:30
4		Joseph Oliveros. He goes by Mario. That's it.	10:11:42
5	Q	Anyone else? Were these all basically	10:11:49
6		peers of yours at -- at Chevron, or were they	10:11:52
7		supervisors?	10:11:55
8	A	They were primarily my direct reports,	10:11:56
9		except for Stewart Harwell.	10:11:59
10	Q	And what was he?	10:12:01
11	A	He was a peer.	10:12:03
12	Q	You, I think, started for -- working for	10:12:07
13		Chevron January 12, 2009.	10:12:09
14		Does that sound right?	10:12:12
15	A	Yeah.	10:12:14
16	Q	And just going back, why -- why did you	10:12:15
17		apply for a job at Chevron?	10:12:18
18	A	In 2008 I had a contracting company that	10:12:25
19		did process automation, and during the economic	10:12:28
20		downturn the contracts all dried up. I was	10:12:34
21		working as a contractor at another oil facility at	10:12:39
22		the time, and my son was two years old, almost	10:12:45
23		three. And after discussing it with my wife, we	10:12:51
24		decided not to go into contracting or to continue	10:12:55
25		contracting, and so I looked for permanent	10:12:58

1 for the job at Chevron? 10:14:28

2 A I was unaware that I had a disability, 10:14:30

3 if I, in fact, had one at the time. It had not 10:14:33

4 been diagnosed at that point. 10:14:36

5 Q Okay. And the disability we're talking 10:14:38

6 about is -- it's, I think, dilated aortic root; is 10:14:39

7 that -- 10:14:39

8 A Correct. 10:14:44

9 Q When was that diagnosed? 10:14:45

10 A I believe it was 2014. 10:14:47

11 Q And you -- you -- I'm not sure exactly 10:14:53

12 how you phrased it, but are you -- do you consider 10:14:58

13 that a disability? 10:15:01

14 A I do, yeah. 10:15:02

15 Q Okay. 10:15:03

16 A I just meant that in 2009 I didn't -- it 10:15:04

17 could have been there, but I wouldn't have known 10:15:08

18 it. 10:15:10

19 How is that? 10:15:12

20 Q I see. And what job were you initially 10:15:12

21 hired into? 10:15:15

22 A I was hired in as an analyzer engineer 10:15:16

23 in the "technical shared services department" I 10:15:19

24 believe it was called at the time. 10:15:22

25 Q And what is an analyzer engineer? 10:15:24

1 A The oil refining business strives for 10:15:30
2 efficiency just like any other facility, and they 10:15:39
3 use online process analyzers which would be gas 10:15:42
4 "chromato" -- gas chromatographs, infrared 10:15:45
5 analyzers, chem luminescence; various different 10:15:48
6 technologies that are traditionally lab based, but 10:15:59
7 they're placed into the field to measure online 10:16:02
8 realtime data from the processes in the refinery. 10:16:05

9 So an analyzer engineer would primarily 10:16:09
10 focus on either replacing existing systems or 10:16:13
11 installing new systems. There's some amount of 10:16:16
12 assistance in maintaining the existing equipment 10:16:21
13 in that, you know, they're fairly complicated 10:16:25
14 systems and not always made right the first time. 10:16:32
15 So there's some modifications. Also, process 10:16:34
16 changes can cause the systems to stop working. So 10:16:37
17 it's, I would say, a typical engineering job in a 10:16:41
18 very specialty field -- 10:16:46

19 Q Okay. 10:16:48

20 A -- which is why they opened it up. 10:16:48

21 Q And I think you held that position from 10:16:50
22 January, 2009, to March, 2011. 10:16:53

23 Is that right? 10:16:55

24 A That sounds right. 10:16:56

25 Q And your Chevron pay salary grade was 21 10:16:58

1	while you were in that position; correct?	10:17:03
2	A Correct.	10:17:04
3	Q Okay. Can you just briefly explain	10:17:05
4	the -- the pay salary grade system, how that	10:17:06
5	works.	10:17:10
6	MS. LEAL: As you understand it.	10:17:11
7	BY MR. MUSSIG:	10:17:11
8	Q As you understand it, of course.	10:17:12
9	A It isn't published, so it has to be	10:17:14
10	qualified with that. Basically, the PSG is	10:17:18
11	defined as the grade of pay and responsibility	10:17:22
12	that a job entails. They are basically pay	10:17:29
13	brackets. But not every job has the same	10:17:36
14	responsibilities and the same pay bracket, if that	10:17:40
15	makes sense.	10:17:44
16	So an engineer might be paid the same as	10:17:45
17	a "mana" -- or a supervisor, even though their	10:17:48
18	responsibilities are very different. Chevron	10:17:50
19	considers them to be in the same pay grade because	10:17:53
20	of the level of -- I don't know -- maybe	10:17:55
21	difficulty. I'm not sure exactly how they decide	10:18:03
22	what -- what gets into a grade.	10:18:07
23	Q Fair enough. Is it -- is it -- so one	10:18:09
24	job title can have multiple PSGs; right?	10:18:12
25	A Correct.	10:18:15

1 A Correct. 10:27:23

2 Q And your next job, I believe, was 10:27:26

3 instrumentation, electrical, and analyzer 10:27:28

4 reliability team lead; is that right? 10:27:31

5 A Yes. 10:27:33

6 Q Okay. And that's -- that's -- I've seen 10:27:33

7 it written "IEAR team lead." 10:27:36

8 A Yes. 10:27:38

9 Q Is that how it's referred to? 10:27:39

10 A Yes. Nobody wants to say that whole 10:27:40

11 thing, so -- 10:27:44

12 Q It's a long -- it's a long job title. 10:27:45

13 A Yeah. 10:27:47

14 Q And is that in the maintenance group -- 10:27:48

15 A It is -- 10:27:48

16 Q -- or the maintenance department? I 10:27:52

17 apologize. 10:27:54

18 A It is in the maintenance department, 10:27:54

19 yeah. 10:27:56

20 Q Okay. So you moved back to the 10:27:56

21 maintenance department -- 10:27:58

22 A Yes. 10:27:58

23 Q -- when you took that position? 10:27:59

24 A Yeah. 10:28:00

25 Q And I think it's in the reliability 10:28:01

1	subgroup.	10:28:03
2	Is that right?	10:28:03
3	A That is correct.	10:28:04
4	Q Then so at this point you had worked in	10:28:06
5	the maintenance department and in the engineering	10:28:08
6	group; is that right?	10:28:12
7	A Yes.	10:28:13
8	Q And you held that IEAR team lead	10:28:16
9	position from November of 2016 to November of	10:28:19
10	2019; is that right?	10:28:22
11	A Yes.	10:28:22
12	Q Okay. And did I already ask you this?	10:28:26
13	You were a PSG 22 in that position?	10:28:28
14	A I was.	10:28:32
15	Q And then I think that was around the	10:28:34
16	time of the Escravos which we'll get into in a	10:28:38
17	moment.	10:28:43
18	Is that right?	10:28:43
19	A Yes, it was.	10:28:43
20	Q Okay. Now, you -- you were based out of	10:28:44
21	Chevron's El Segundo refinery throughout your time	10:28:47
22	with Chevron; correct?	10:28:50
23	A That's correct.	10:28:51
24	Q And your employer was Chevron USA, Inc.;	10:28:53
25	is that right?	10:28:53

1 MS. LEAL: And also at what time? 10:32:14

2 THE WITNESS: Yeah. I'd like you to be 10:32:16

3 more specific. 10:32:17

4 BY MR. MUSSIG: 10:32:18

5 Q Sure. So let -- let me come back to 10:32:18

6 that. Why -- why don't we -- because I think it 10:32:27

7 comes up more. I'm going to talk about Escravos 10:32:35

8 now because I think it makes more sense. 10:32:40

9 So you applied for a position in 10:32:43

10 Escravos, Nigeria; correct? 10:32:49

11 A Correct. 10:32:51

12 Q And that was in May, 2019; right? 10:32:56

13 A Sounds right. 10:33:00

14 Q And you were working in the position of 10:33:01

15 IEAR team lead at that point; right? 10:33:04

16 A I was. 10:33:06

17 Q And I have here that your supervisors 10:33:06

18 were Kit Deaver and Austin Ruppert. 10:33:08

19 Is that correct? 10:33:13

20 A At the time that I applied it was Kit 10:33:14

21 Deaver. During the entire process, they did 10:33:15

22 change leadership in that role to Austin Ruppert. 10:33:19

23 Q And they -- and Kit Deaver endorsed you 10:33:23

24 for the REM position? 10:33:27

25 A He did. 10:33:29

1 Q And I -- I guess it's the reliability 10:33:30
2 engineering manager position; right? 10:33:32
3 A Correct. 10:33:32
4 Q And that's abbreviated REM; right? 10:33:35
5 A Yes. 10:33:37
6 Q Is it REM or just REM? 10:33:38
7 A I don't know how they said it in 10:33:40
8 Nigeria, since I didn't go. 10:33:41
9 Q Are you comfortable with REM or -- 10:33:44
10 A That's fine. 10:33:47
11 Q Okay. Now -- now, at some point a 10:33:48
12 doctor in Nigeria determined that you were 10:33:51
13 medically unfit for the position; correct? 10:33:54
14 A Correct. 10:33:56
15 Q And prior to that do you think there was 10:33:56
16 anyone at Chevron who did not want you to hold the 10:33:58
17 REM position? 10:34:02
18 A Not to my knowledge. 10:34:02
19 Q And so you applied in May, and then 10:34:05
20 around July, 2019, you were conditionally extended 10:34:07
21 a job offer for the REM position; correct? 10:34:11
22 A Correct. 10:34:14
23 MR. MUSSIG: And let's -- I'll mark as 10:34:17
24 Exhibit 1 a document entitled "assignment offer." 10:34:25
25 It's Bates No. -- Bates-numbered SNOOKAL-647 to 10:34:29

1 -650. 10:34:33

2 (Exhibit 1 was marked for identification 10:34:33

3 by the Certified Shorthand Reporter.) 10:34:52

4 BY MR. MUSSIG: 10:34:52

5 Q Are you familiar with this document? 10:34:53

6 A Yes. 10:34:53

7 Q And this is the REM job offer; right? 10:35:06

8 A Correct. 10:35:10

9 Q Okay. Now, so the first paragraph on 10:35:11

10 page 1 of this document, of this exhibit 10:35:14

11 SNOOKAL-647, it says: 10:35:19

12 "Contingent upon obtaining 10:35:21

13 work residence permit clearances 10:35:22

14 where applicable and company 10:35:25

15 medical suitability for assignment 10:35:26

16 where required by law and/or 10:35:28

17 related to your job and consistent 10:35:30

18 with business necessity, you are 10:35:31

19 offered the following assignment." 10:35:33

20 Do you see that? 10:35:34

21 A Yes. 10:35:35

22 Q Okay. So the job offer was contingent 10:35:35

23 on passing a -- being approved medically; correct? 10:35:38

24 A Correct. 10:35:41

25 Q Okay. And on page 1 do you see the -- 10:35:42

1 about the middle of the page do you see there's 10:35:47
2 sort of different titles here? 10:35:52
3 It -- it has a series of -- of 10:35:56
4 information. It starts with "job title," "EDTL 10:35:58
5 reliability engineering manager," "salaried rate: 10:36:01
6 22," et cetera. 10:36:03
7 Do you see that? 10:36:04
8 A I do. 10:36:05
9 Q Okay. And next to the field "SBU" it 10:36:05
10 says "Nigeria, mid Africa." 10:36:10
11 Do you see that? 10:36:12
12 A Yes. 10:36:12
13 Q So SBU is the strategic business unit at 10:36:12
14 issue; is that right? 10:36:15
15 A Yes. 10:36:16
16 Q Okay. And your then current SBU was not 10:36:16
17 Nigeria, mid Africa; correct? It was El Segundo 10:36:21
18 refinery? 10:36:24
19 A Correct. 10:36:25
20 Q And do you understand that the -- the 10:36:25
21 REM offer was extended by the entity Chevron 10:36:27
22 Nigeria, Limited? 10:36:31
23 A Yes. 10:36:31
24 Q And do you agree that Chevron Nigeria, 10:36:33
25 Limited, is a different corporate entity than the 10:36:37

1 conversation when he told me that I was medically 10:41:21
2 unfit for duty in Nigeria. 10:41:27
3 Q You spoke to a -- a supervisor in 10:41:31
4 Nigeria who told that to you; is that right? 10:41:33
5 A That's correct. 10:41:37
6 Q And you don't remember his name? 10:41:38
7 A No. 10:41:39
8 Q Was that -- how -- how -- we'll get to 10:41:45
9 that. 10:41:48
10 Are you aware -- and you may not be -- 10:41:50
11 of any Chevron USA, Inc., employee who had any 10:41:53
12 final determination in whether you were ultimately 10:41:57
13 awarded the REM position in Escravos? 10:41:59
14 A I don't know how that process works. 10:42:04
15 MR. MUSSIG: I'm going to mark as 10:42:14
16 Exhibit 2 a document that's titled "rotational 10:42:15
17 expatriate assignments." It's Bates-numbered 10:42:21
18 SNOOKAL-1285 to -1301. 10:42:25
19 THE WITNESS: Thank you. 10:42:39
20 THE STENOGRAPHIC REPORTER: Sure. 10:42:41
21 MS. LEAL: Thank you. 10:42:42
22 (Exhibit 2 was marked for identification 10:42:43
23 by the Certified Shorthand Reporter.) 10:42:45
24 BY MR. MUSSIG: 10:42:45
25 Q Are you familiar with this document? 10:42:45

1 A I have seen it before. Yeah. Yes. 10:42:51

2 Q Is this the policies regarding 10:43:02

3 rotational expatriate assignments? 10:43:05

4 A It is. 10:43:09

5 Q And do you agree that this document is 10:43:10

6 an accurate copy of those policies at the time you 10:43:11

7 were conditionally offered the REM position in 10:43:15

8 Nigeria? 10:43:17

9 A I mean, I don't remember it word for 10:43:19

10 word, so I can't say it's an exact copy, no. But 10:43:21

11 it says it's from 2017, so probably. 10:43:26

12 Q And this is a document you produced; 10:43:30

13 right? 10:43:30

14 A Oh. Then, yes. 10:43:32

15 MS. LEAL: It says "SNOOKAL" on the 10:43:36

16 bottom corner. 10:43:40

17 THE WITNESS: That means I produced it? 10:43:41

18 MS. LEAL: Yeah, you produced it. 10:43:42

19 THE WITNESS: Okay. I got you. Then 10:43:43

20 "yes." 10:43:45

21 BY MR. MUSSIG: 10:43:45

22 Q And on page 4 of the document, Bates 10:43:45

23 No. 1291, the -- the -- the section "medical 10:43:50

24 evaluations," do you see that? 10:44:00

25 A Uh-huh. 10:44:03

1 Q In the subsection "intent" right at the 10:44:03
2 top of the page the first sentence states: 10:44:06
3 "The company requires fitness 10:44:08
4 for expatriate" assignments -- 10:44:10
5 "assignment medical evaluations. 10:44:13
6 This ensures that your health 10:44:15
7 status is appropriate for your work 10:44:17
8 assignment and that your overall 10:44:18
9 health is appropriate for working 10:44:20
10 in a proposed host-country 10:44:22
11 location." 10:44:24
12 Do you see that? 10:44:24
13 A I do. 10:44:25
14 Q Okay. So I guess I don't think this is 10:44:25
15 controversial in this case, but I just want to 10:44:29
16 make sure. 10:44:31
17 You understood that you would have to be 10:44:32
18 medically cleared to -- to get the position, the 10:44:35
19 REM position in Escravos; right? 10:44:40
20 A I did understand that, yes. 10:44:42
21 Q And the job offer in July, 2019, was 10:44:44
22 contingent on you obtaining that medical 10:44:46
23 clearance; right? 10:44:50
24 A Yes. 10:44:51
25 MR. MUSSIG: I'll mark as Exhibit 3 a 10:44:59

1 document titled "medical suitability for 10:45:01
2 expatriate assignment history & medical 10:45:04
3 examination." It's Bates-numbered SNOOKAL-605 to 10:45:07
4 -610. 10:45:10
5 MS. LEAL: Thanks. 10:45:23
6 (Exhibit 3 was marked for identification 10:45:23
7 by the Certified Shorthand Reporter.) 10:45:23
8 BY MR. MUSSIG: 10:45:23
9 Q Do you recognize this document? 10:45:24
10 A I do. 10:45:27
11 Q Okay. And this is just your completed 10:45:28
12 copy of "Chevron's standard medical suitability 10:45:30
13 for expatriate assignment history & physical 10:45:34
14 examination" form; correct? 10:45:38
15 A Correct. 10:45:38
16 Q And Chevron requires this form to be 10:45:39
17 completed for all employees who are conditionally 10:45:40
18 awarded expatriate assignments; is that right? 10:45:43
19 A As far as I know. 10:45:46
20 Q And the form is typically completed by 10:45:49
21 a -- by -- by you and a U.S. doctor; right? 10:45:52
22 A I don't know what's typically done -- 10:45:56
23 Q Oh. 10:45:58
24 A -- but it was in this case. 10:45:58
25 Q Well, fair enough. If you turn to 10:45:59

1 page 3 of the document, SNOOKAL-607, is that your 10:46:02
2 signature at the bottom? 10:46:07
3 A It is. 10:46:08
4 Q And it's dated July 18, 2019; is that 10:46:08
5 right? 10:46:08
6 A That's correct. 10:46:13
7 Q And is this referred to as an MSEA form? 10:46:16
8 A It is. 10:46:19
9 Q And so on -- and so on the first three 10:46:24
10 pages of the form up to your signature, all the 10:46:28
11 boxes that are checked, you checked those; right? 10:46:33
12 A That's correct. 10:46:36
13 Q Okay. And so box No. 1 is: 10:46:36
14 "Do you have any medical, 10:46:40
15 physical or psychological 10:46:41
16 conditions under the care of a 10:46:42
17 health professional? If yes, 10:46:44
18 please describe." 10:46:46
19 You marked by the box "yes"; right? 10:46:48
20 A Correct. 10:46:48
21 Q And then you said: 10:46:50
22 "I have a dilated aortic root. 10:46:51
23 I am under the care of a 10:46:54
24 cardiologist and see him once per 10:46:56
25 year for a checkup. I have 10:46:58

1 consulted with him on this 10:46:59
2 assignment, and he sees no issues 10:47:00
3 with it." 10:47:02
4 You wrote that; correct? 10:47:02
5 A I did. 10:47:03
6 Q And you -- you had -- you had testified 10:47:05
7 about this earlier. I'm sorry for -- for -- I 10:47:09
8 think you were diagnosed with the dilated aortic 10:47:12
9 root in 2015. 10:47:16
10 Is that wrong? 10:47:17
11 A I -- I honestly can't remember if it was 10:47:19
12 late 2014 or 2015. 10:47:21
13 Q Okay. But in that time frame? 10:47:24
14 A In that time frame. 10:47:26
15 Q And who -- who diagnosed you with that? 10:47:27
16 A Dr. Khan who was my doctor through this 10:47:30
17 whole event. 10:47:34
18 Q Is he with Cedars? 10:47:36
19 A He, I think, has multiple affiliations. 10:47:40
20 I saw him at Kaiser Permanente, Los Angeles. 10:47:44
21 Q And, I mean, I -- I just want to ask a 10:47:49
22 couple background questions about it. I don't 10:47:54
23 want to get too far into your -- your medical 10:47:55
24 history. 10:48:00
25 What -- when -- when he diagnosed you 10:48:00

1 with it, what was the prognosis? 10:48:02

2 A To sum it up, he said that sometimes the 10:48:09

3 aortic root will not expand any more than it 10:48:15

4 already has and it will never expand to a point 10:48:18

5 where they consider it to be something that they 10:48:23

6 should operate on, or it can expand at a rate and 10:48:26

7 to a size that they consider to be operable or 10:48:36

8 something that they should operate on. He said 10:48:40

9 that there's no way to accurately predict -- 10:48:44

10 predict which one mine would be but that the rate 10:48:51

11 of growth determines how they treat it, basically. 10:48:54

12 Q Okay. And -- and I think here you say 10:49:04

13 that you had to see him on a yearly basis. Was 10:49:08

14 that what he -- what he -- 10:49:11

15 A They call it -- 10:49:13

16 Q -- said at the time? 10:49:14

17 A Yes. They call it "watchful waiting" 10:49:16

18 which is basically taking a picture of it once a 10:49:19

19 year and seeing if it's grown or not and at what 10:49:22

20 rate from the last time. 10:49:25

21 Q And so you -- you followed up on a 10:49:26

22 yearly basis with him, I'm assuming? 10:49:28

23 A Every year. 10:49:30

24 Q And how did it develop, if at all? 10:49:31

25 A There were some years where it grew at a 10:49:36

1 low rate and other years where it had remained 10:49:40
2 stable. I believe at the time that I applied it 10:49:44
3 had been stable for two or three years. 10:49:47

4 Q And you may have already said this, but 10:49:53
5 the cardiologist that you're referring to here on 10:49:56
6 page 1 of -- of this exhibit, Exhibit 3, is 10:49:58
7 Dr. Khan; right? 10:50:02

8 A Yes. That's correct. 10:50:03

9 Q What's the current state of the 10:50:08
10 condition? 10:50:10

11 A I'm not sure how to answer that 10:50:13
12 question. 10:50:15

13 Q Have you continued to see Dr. Khan about 10:50:17
14 the dilated aortic root? 10:50:19

15 A Dr. Khan retired. He retired during 10:50:22
16 COVID. Kaiser had trouble assigning me a new 10:50:25
17 doctor, and during that time I left Chevron. 10:50:30
18 After this I went to Portland, and I continued my 10:50:37
19 care in Portland. 10:50:43

20 Q Okay. With a different cardiologist, I 10:50:44
21 assume? 10:50:47

22 A With a different -- yeah. 10:50:47

23 Q And what is his or her name? 10:50:48

24 A I've actually -- the first two years I 10:50:49
25 was in Portland they did not assign me a 10:50:53

1 Q So that's a separate heart issue from 10:52:07
2 the dilated aortic -- dilated aortic root? 10:52:10
3 A Not necessarily. The dilated aortic 10:52:11
4 root expands the root portion of the heart and can 10:52:15
5 cause other heart conditions that are related to 10:52:18
6 it but not necessarily caused by it. 10:52:22
7 Q I see. And so one of those conditions 10:52:26
8 is PVCs? 10:52:28
9 A Correct. 10:52:31
10 Q And so you were treated for PVCs? 10:52:31
11 A I was. 10:52:34
12 Q And I think you said they -- that they 10:52:35
13 resolved the issue? 10:52:37
14 A They did. 10:52:39
15 Q But you -- the dilated aortic root can't 10:52:39
16 be treated; is that right? 10:52:42
17 A Not without open heart surgery, no. 10:52:44
18 Q I'm assuming you haven't had open heart 10:52:46
19 surgery to treat it. 10:52:50
20 A I have not. 10:52:50
21 Q So you still have the dilated aortic 10:52:51
22 root? 10:52:51
23 A I do. 10:52:54
24 Q And when was the last time you spoke to 10:52:55
25 a doctor who I'm assuming is Dr. Schneider -- 10:52:56

1 correct me if that's wrong -- about the dilated 10:52:58
2 aortic root? 10:53:01
3 A It was early in -- it was around 10:53:02
4 September of 2023 when I switched jobs. 10:53:05
5 Q And what, if anything, did he say about 10:53:10
6 the dilated aortic root? 10:53:11
7 A The same thing that Dr. Khan said, 10:53:13
8 essentially. "We'll just watch it until we have 10:53:16
9 to make a decision about its size." 10:53:20
10 Q Okay. So has it expanded at all since 10:53:22
11 the initial diagnosis? 10:53:27
12 A It has. 10:53:29
13 Q And -- but not -- not to the extent that 10:53:32
14 it would need to be treated with surgery; is that 10:53:35
15 right? 10:53:35
16 A That's correct. 10:53:38
17 Q Have any changes over the last few years 10:53:46
18 since you left Chevron impacted the risk of aortic 10:53:50
19 rupture, as far as you know, as far as what your 10:53:54
20 doctor has told you? 10:53:57
21 A Not as far as I know. 10:53:57
22 Q Aortic dissection? 10:53:58
23 A Not as far as I know. 10:54:01
24 Q Has the -- well, have -- have your heart 10:54:05
25 conditions impacted your ability to work? 10:54:08

1 A Never.

10:54:11

2 Q Have you seen any other doctors in
3 connection with your heart condition?

10:54:16

10:54:18

4 A When I first came up to the Portland
5 area, I consulted with Kaiser, and they pushed me
6 around a few times until they settled on someone
7 to handle the case --

10:54:22

10:54:25

10:54:30

10:54:32

8 Q Okay.

10:54:34

9 A -- but no one other than that.

10:54:34

10 Q I thought -- I thought you said it was
11 your general practitioner. Is that --

10:54:36

10:54:37

12 A It was by the time we finally settled
13 out. But she tried to get me in with cardiology,
14 and cardiology said, "We don't need to monitor
15 this," so that's what I mean by I got pushed
16 around a little bit.

10:54:39

10:54:42

10:54:46

10:54:50

10:54:51

17 Q I see. And I don't think I got the name
18 of the -- the primary-care physician you treated
19 with in Portland.

10:54:52

10:54:53

10:54:57

20 Do you know that?

10:54:57

21 A Kaiser was actually in Washington.

10:54:58

22 Sorry. Sorry to be confusing. It's right there
23 on the border, so people do things in both states
24 like all the time like it's nothing.

10:55:00

10:55:02

10:55:04

25 Q I see. So when you lived in Oregon, you

10:55:06

1	moved to Washington; right?	10:55:50
2	A Correct.	10:55:52
3	Q And you still live in Washington?	10:55:52
4	A I do.	10:55:54
5	Q And you accepted another job that's in	10:55:55
6	Oregon recently, but you still live in Washington;	10:55:56
7	right?	10:56:00
8	A Correct.	10:56:00
9	Q Okay. And when you moved to Washington,	10:56:01
10	you treated with Kaiser in Washington with a	10:56:03
11	general practitioner?	10:56:07
12	A Correct.	10:56:08
13	Q And do you have that GP's name?	10:56:09
14	A Not off the top of my head, no.	10:56:13
15	Q And -- and then at some point you were	10:56:17
16	referred to a heart specialist in Portland, and	10:56:21
17	that's Dr. Schneider?	10:56:23
18	A I self-referred --	10:56:25
19	Q Oh, I see.	10:56:26
20	A -- when I got the new insurance.	10:56:27
21	Q Got it. Okay. So going back to -- to	10:56:30
22	Exhibit 3, so on page -- well, let -- let me ask	10:56:38
23	this: So in completing this form, a Cedars doctor	10:56:50
24	named Irving Sobel examined you in July, 2019; is	10:56:53
25	that right?	10:56:53

1	A	That's correct.	10:57:01
2	Q	And beginning on page 4 of the document,	10:57:02
3		SNOOKAL-608, through the end of the document	10:57:04
4		that's all filled in by Dr. Sobel; right?	10:57:09
5	A	Yes --	10:57:14
6	MS. LEAL:	As far as you understand.	10:57:14
7	THE WITNESS:	-- as far as I know.	10:57:15
8	BY MR. MUSSIG:		10:57:16
9	Q	So on page 5 of the document,	10:57:21
10		SNOOKAL-609, under part H which is near the bottom	10:57:29
11		of the page there's a -- a mark next to "fit for	10:57:35
12		duty with restrictions."	10:57:39
13		Do you see that?	10:57:40
14	A	I do.	10:57:41
15	Q	And then there's handwriting, and -- and	10:57:41
16		this isn't your handwriting -- right? -- next to	10:57:44
17		it where it says "no heavy lifting" over	10:57:47
18		50 pounds, "needs review of recommend" --	10:57:50
19		"recommend letter from cardiologist to clear him."	10:57:52
20		Do you see that?	10:57:54
21	A	I do.	10:57:54
22	Q	Okay. That's not your writing; right?	10:57:56
23	A	It is not.	10:57:57
24	Q	Do you know whether that's Dr. Sobel's	10:57:59
25		writing?	10:58:01

1	A	I do not.	10:58:01
2	Q	Do you have any reason to doubt that	10:58:02
3		it's his writing?	10:58:04
4	A	I don't have any reason to doubt that.	10:58:05
5	Q	And Dr. Sobel wasn't a cardiologist;	10:58:07
6		right?	10:58:11
7	A	That is correct.	10:58:11
8	Q	Okay.	10:58:12
9	A	Well, I'm sorry. I don't actually know	10:58:13
10		what he is. My understanding is he was not a	10:58:15
11		cardiologist, but I didn't look him up, so --	10:58:17
12	Q	Oh, I see. Do you have any reason to	10:58:20
13		doubt that he was a -- he was -- he practices	10:58:23
14		general internal medicine?	10:58:26
15	A	No.	10:58:27
16	Q	And the restrictions he listed here	10:58:28
17		under section H.2. were based on information you	10:58:30
18		provided him and general diagnostic tests; right?	10:58:34
19		He didn't do any tests specific to your heart	10:58:37
20		condition?	10:58:43
21	A	Not as far as I know.	10:58:46
22	Q	And then -- so Dr. Sobel didn't write	10:58:52
23		here that a recommendation letter would guarantee	10:58:56
24		medical clearance; correct?	10:58:59
25		MS. LEAL: Calls for speculation.	10:59:00

1 BY MR. MUSSIG:

10:59:00

2 Q Well, I -- you know, let me -- let me
3 rephrase it.

10:59:03

10:59:04

4 The document speaks for itself, but did
5 Dr. -- did Dr. Sobel tell you at any point that
6 getting the recommendation letter would guarantee
7 medical clearance?

10:59:05

10:59:08

10:59:10

10:59:12

8 A What Dr. Sobel said when he gave this to
9 me was -- he said, "You'll just need a letter from
10 your cardiologist. This is what it should say,
11 and then it should be fine."

10:59:14

10:59:16

10:59:19

10:59:22

12 Q Okay. Did he say anything about needing
13 further assessment?

10:59:27

10:59:33

14 A He did not.

10:59:35

15 Q Since this visit, have you ever seen
16 Dr. Sobel again?

10:59:40

10:59:42

17 A No. He's not my doctor, so --

10:59:42

18 Q I understand. It was just this one
19 time?

10:59:47

10:59:49

20 A Yeah.

10:59:51

21 MR. MUSSIG: I'll mark as Exhibit 4.

10:59:55

22 It's a letter from Dr. Khan on Kaiser Permanente
23 letterhead. It's Bates-numbered SNOOKAL-665.

11:00:00

11:00:05

24 (Exhibit 4 was marked for identification
25 by the Certified Shorthand Reporter.)

11:00:05

11:00:18

1	BY MR. MUSSIG:	11:00:18
2	Q Do you recognize this?	11:00:19
3	A I do.	11:00:19
4	Q And what is this?	11:00:20
5	A This is the letter that Dr. Sobel asked	11:00:22
6	me to produce from my cardiologist. So this is	11:00:25
7	the letter that my cardiologist wrote after I	11:00:29
8	asked him for it.	11:00:32
9	Q Do you agree the letter doesn't provide	11:00:36
10	any information about your specific heart	11:00:38
11	condition?	11:00:41
12	A I was not actually told to put anything	11:00:42
13	about my specific heart condition on there.	11:00:44
14	Dr. Sobel left me a voice-mail message with the	11:00:46
15	wording of the letter.	11:00:49
16	Q Oh. Do you have any documentation of	11:00:51
17	that voice-mail message?	11:00:54
18	A I think we do have it, yeah.	11:00:59
19	MS. SHEN: It was produced.	11:01:04
20	MS. LEAL: It was produced, Counsel.	11:01:06
21	BY MR. MUSSIG:	11:01:08
22	Q Okay. At any point did you discuss --	11:01:09
23	well, prior to this letter did you discuss with	11:01:11
24	Dr. Khan that you'd be working in the city of	11:01:13
25	Escravos?	11:01:17

1 A No. This letter -- there's a medical 11:04:17
2 liaison. There are many liaisons during the 11:04:20
3 process, and so all documentation, including the 11:04:22
4 MSEA form -- all that stuff goes through that 11:04:25
5 group so that form -- this letter would have gone 11:04:30
6 through that group via e-mail. 11:04:32

7 Q Oh. And did you discuss this letter 11:04:34
8 with Dr. Levy? 11:04:37

9 A I don't recall. 11:04:42

10 Q Do you recall discussing this letter 11:04:44
11 with anybody from Chevron? 11:04:45

12 A No. 11:04:45

13 MR. MUSSIG: I'll mark as Exhibit 5 a 11:05:05
14 document titled "expatriate exam recommendations 11:05:09
15 GO-1769." It's Bates-numbered SNOOKAL-1099. 11:05:13

16 (Exhibit 5 was marked for identification 11:05:13
17 by the Certified Shorthand Reporter.) 11:05:26

18 BY MR. MUSSIG: 11:05:26

19 Q Do you recognize this document? 11:05:27

20 A I do. 11:05:27

21 Q And is this a completed copy -- your 11:05:29
22 completed copy of Chevron's standard expatriate 11:05:32
23 exam recommendation form? 11:05:36

24 A Are you asking me if I filled it out? 11:05:38

25 Q Sure. Yeah. 11:05:41

1	A	I did not.	11:05:42
2	Q	Okay. Do you know who filled it out?	11:05:43
3	A	I assume the person that signed it, but	11:05:46
4		I don't know.	11:05:48
5	Q	Okay. And that's Dr. Asekomeh Eshiofe;	11:05:49
6		correct?	11:05:49
7	A	Correct.	11:05:55
8	Q	And do you know, does Chevron require	11:05:55
9		this form to be completed for all employees who	11:05:57
10		are conditionally awarded expatriate assignments?	11:06:01
11	A	I don't know the answer to that.	11:06:04
12	Q	Okay. Okay. And so about halfway down	11:06:05
13		the page under "disposition" it has a box or a	11:06:13
14		checked box under -- right next to "not fit for	11:06:17
15		duty, remote location. Can be cleared for	11:06:21
16		assignment in Lagos."	11:06:25
17		Do you see that?	11:06:26
18	A	I do.	11:06:26
19	Q	Okay. And so for "remote location,"	11:06:27
20		that's referring to Escravos; correct?	11:06:29
21	A	I assume it is, but I can't say that for	11:06:33
22		sure.	11:06:36
23	Q	Do you know -- I guess do you -- so	11:06:37
24		Lagos is a different location in Nigeria; right?	11:06:39
25	A	Correct.	11:06:43

1 Q Do you have any reason to doubt that 11:37:31
2 Chevron believed there was a chance that you would 11:37:33
3 have an aortic event and the inability to get you 11:37:40
4 to adequate medical care in time would lead to 11:37:44
5 your death? 11:37:47

6 A I believe Chevron did believe that, yes. 11:37:50

7 Q Just I -- I -- I think I asked you this, 11:37:56
8 but all of your substantive conversations with 11:37:58
9 this topic were with Dr. Levy; correct? 11:38:02

10 A Correct. 11:38:06

11 Q So when did you first speak to Dr. Levy? 11:38:07

12 And -- and I'm not trying to trick you. 11:38:10

13 I think it was sometime between August 16th and 11:38:11

14 August 23rd. 11:38:15

15 A I was going to say sometime kind of mid 11:38:16

16 to late August. I don't remember exactly when the 11:38:19

17 conversations happened. 11:38:22

18 Q Okay. And how did that occur? Did he 11:38:23

19 call you? Did you call him? 11:38:25

20 A It was a combination of -- it was a 11:38:27

21 combination of those two as well as I believe 11:38:35

22 there were some texts exchanged -- those may have 11:38:38

23 just been about timing -- and maybe a few e-mails, 11:38:41

24 as well. Those may also have just been about 11:38:45

25 timing. I don't remember. 11:38:47

1 conversations taken together went from the 11:39:47
2 beginning where it was clear he didn't really 11:39:51
3 understand what medical condition that I had to 11:39:53
4 the end where he was very concerned with the 11:39:59
5 remoteness of the facility. 11:40:02

6 Q And what did he tell you in terms of the 11:40:05
7 remoteness of the facility? 11:40:15

8 A I mean, that actually stayed consistent 11:40:18
9 through the whole time; just that it was a remote 11:40:21
10 facility with an on -- on-staff doctor with 11:40:24
11 limited access to "med" -- medicine and equipment. 11:40:27

12 Q Were you aware that the company at least 11:40:34
13 talked about whether or not the position could be 11:40:37
14 done from Lagos? 11:40:39

15 A I am aware that they -- not until this 11:40:43
16 document was I aware of that. 11:40:48

17 Q Which document? 11:40:49

18 A The -- Exhibit 5. 11:40:50

19 Q Oh, I see. Where it says "can be 11:40:58
20 cleared for assignment in Lagos"? 11:40:59

21 A Uh-huh. 11:41:01

22 Q So after you got this document did you 11:41:02
23 talk to Dr. Levy or anyone else at Chevron about 11:41:03
24 Lagos? 11:41:07

25 A I know that that position can't be done 11:41:09

1 from Lagos, so --

11:41:11

2 Q How did you know that?

11:41:13

3 A Because I know what the job duties of

11:41:16

4 the position entail which is on-site supervision

11:41:20

5 and interaction with personnel and equipment.

11:41:24

6 Q And we might have covered this earlier,

11:41:31

7 but Dr. Levy didn't specifically discuss with you

11:41:36

8 the difficulties in -- in transport to a medical

11:41:40

9 facility in Lagos; is that right?

11:41:47

10 A He didn't speak anything about Lagos,

11:41:49

11 except that, if they had been able to -- if I had

11:41:52

12 been able to perform my job duties from Lagos,

11:41:57

13 then they would have located me in Lagos.

11:42:01

14 Q But he did tell you that they had talked

11:42:04

15 about whether or not you could do it from Lagos;

11:42:06

16 right?

11:42:06

17 A Yes.

11:42:10

18 MR. MUSSIG: I have some e-mails. I'll

11:42:20

19 mark as Exhibit 6 e-mail correspondence between

11:42:21

20 Dr. Khan and Dr. Levy. It's Bates-numbered

11:42:26

21 SNOOKAL-89 to -90.

11:42:29

22 (Exhibit 6 was marked for identification

11:42:29

23 by the Certified Shorthand Reporter.)

11:42:29

24 BY MR. MUSSIG:

11:42:29

25 Q Are you familiar with this document?

11:42:51

1 A I am. 11:42:52

2 Q Okay. And you -- this is e-mail 11:42:52

3 correspondence between Dr. Khan and Dr. Levy; 11:42:55

4 right? 11:42:55

5 A Correct. 11:42:58

6 Q And you're copied on at least the 11:42:58

7 response from Dr. Levy to Dr. Khan; right? 11:43:01

8 A Yes. 11:43:04

9 Q Okay. But I can't -- were you copied on 11:43:05

10 the original e-mail from Dr. Khan? 11:43:08

11 A I don't recall. 11:43:10

12 Q And -- and Dr. Levy had reached out to 11:43:13

13 Dr. Khan directly with your permission; right? 11:43:16

14 A That's correct. 11:43:18

15 Q And you may or may not know this. 11:43:19

16 So Dr. Levy left a voice mail for 11:43:25

17 Dr. Khan requesting to connect; right? That is 11:43:28

18 how it started? 11:43:31

19 A I believe that is correct. 11:43:32

20 Q And then Dr. Khan responded by e-mail, 11:43:33

21 and that's this e-mail that we're looking at; 11:43:36

22 right? 11:43:36

23 A Yes, as far as I know. They -- I don't 11:43:39

24 know if they had other -- I know they had more 11:43:43

25 than one conversation. I don't know the time line 11:43:46

1 for those conversations. 11:43:48

2 Q How many conversations did they have 11:43:50

3 that you know of? 11:43:52

4 A I don't know how many. I -- I don't 11:43:54

5 have any way of knowing. I only know that 11:43:57

6 Dr. Khan told me that he spoke with him several 11:43:59

7 times. I don't know what that means. 11:44:01

8 Q And in this e-mail from Dr. Khan to 11:44:10

9 Dr. Levy, if you look one, two -- three paragraphs 11:44:13

10 down, this indicates -- this is -- this is where I 11:44:17

11 got the two percent number from before; right? 11:44:24

12 This is -- this says: 11:44:26

13 "From...published studies, the 11:44:28

14 risk of rupture or dissection is 2% 11:44:29

15 per year for aneurysms between 4.0 11:44:33

16 and 4.5" centimeters. 11:44:37

17 And -- and that was the size of your -- 11:44:38

18 your rupture; right? 11:44:39

19 A It wasn't a rupture, but, yeah, I 11:44:42

20 think -- 11:44:44

21 Q Or your -- your -- what's the -- what's 11:44:44

22 the proper term? 11:44:47

23 A They -- they use "aneurysm" and 11:44:47

24 "aortic" -- or "dilated aortic root" 11:44:50

25 interchangeably. 11:44:53

1 Q Okay. So what had been communicated to 11:44:54
2 Chevron was two percent; right? 11:44:56
3 A In this e-mail. 11:45:01
4 Q Do you know if another number was 11:45:02
5 communicated at some other time? 11:45:06
6 A I don't know. 11:45:08
7 Q I mean, do you agree that Dr. Levy and 11:45:18
8 Chevron spent a lot of time considering whether or 11:45:21
9 not this would work? 11:45:26
10 MS. LEAL: Objection. Calls for 11:45:27
11 speculation as to whether he knows how much time 11:45:29
12 they spent together. 11:45:33
13 THE WITNESS: Yeah. I -- I'd have no 11:45:34
14 idea how much time they spent. 11:45:39
15 BY MR. MUSSIG: 11:45:39
16 Q Well, there were -- you -- you're aware 11:45:43
17 at least of -- of multiple conversations between 11:45:44
18 Dr. Levy and Dr. Khan; right? 11:45:46
19 MS. LEAL: His word was "several," 11:45:49
20 Counsel. 11:45:52
21 MR. MUSSIG: What did I say? 11:45:53
22 MS. LEAL: "Numerous." 11:45:54
23 MR. MUSSIG: Okay. Several. 11:45:55
24 THE WITNESS: Yeah, I am aware of that. 11:45:56
25 BY MR. MUSSIG: 11:45:56

1 Q Okay. And e-mails were exchanged 11:45:58
2 between Dr. Levy and Dr. Khan. 11:46:00
3 You're aware of that; right? 11:46:02
4 A Yes. 11:46:03
5 Q Do you have any knowledge about any 11:46:03
6 conversations between Dr. Levy and the -- the 11:46:04
7 doctors in Nigeria? 11:46:08
8 A I do not. 11:46:09
9 Q And are you aware of any conversations 11:46:16
10 between Dr. Levy and anyone else other than 11:46:19
11 Dr. Khan regarding this topic? 11:46:21
12 A I am not aware of any. 11:46:25
13 Q It's -- and, obviously, you spoke to 11:46:30
14 Dr. "Khan" a few times? 11:46:32
15 A I only spoke to Dr. Khan -- 11:46:34
16 Q Dr. Levy. I'm sorry. My -- 11:46:36
17 A Yes. Dr. Levy, yes. 11:46:39
18 Q -- mistake. And how many -- 11:46:41
19 approximately how many times did you have any 11:46:44
20 written correspondence with Dr. Levy? 11:46:45
21 A I don't recall how many times we 11:46:49
22 exchanged e-mails. 11:46:50
23 Q Do you have any estimate? 11:46:52
24 A I would say a few. 11:46:53
25 Q Okay. Is that -- more than one; right? 11:46:55

1	A	More than -- I -- yeah. Somewhere	11:46:58
2		between one and four.	11:47:00
3	MR. MUSSIG:	Let's look at one. I'll	11:47:07
4		mark as Exhibit 7 an e-mail from Dr. Levy to	11:47:10
5		Mr. Snookal dated September 16, 2019,	11:47:16
6		Bates-numbered SNOOKAL-645, -646.	11:47:18
7		(Exhibit 7 was marked for identification	11:47:18
8		by the Certified Shorthand Reporter.)	11:47:18
9	BY MR. MUSSIG:		11:47:18
10	Q	Do you recognize this e-mail?	11:47:42
11	A	I do.	11:47:43
12	Q	Now, I think you said somewhere between	11:47:46
13		one and four.	11:47:48
14		Do you specifically recall any other	11:47:49
15		e-mails that you received from him?	11:47:51
16	A	No, but I do remember exchanging either	11:47:52
17		texts or e-mails, like I said, for coordination.	11:47:56
18		So I'm just making an assumption about how many	11:48:00
19		there were.	11:48:03
20	Q	Oh. Do you know if you ever responded	11:48:04
21		to this e-mail?	11:48:05
22	A	I did not --	11:48:06
23	Q	Why not?	11:48:07
24	A	-- to my recollection.	11:48:08
25	Q	And why not?	11:48:10

1	A	This e-mail was sent after I requested	11:48:12
2		this e-mail, so there was no response necessary.	11:48:14
3	Q	How did you request the e-mail?	11:48:18
4	A	Through Andrew Powers which was the HR	11:48:20
5		manager at El Segundo.	11:48:23
6	Q	And why did you request the e-mail?	11:48:25
7	A	Because I wanted them to give me written	11:48:28
8		documentation of why they were saying that I	11:48:29
9		couldn't go to Escravos and to identify other	11:48:32
10		locations where they would consider me to be	11:48:35
11		medically fit.	11:48:38
12	Q	Oh. And he does that in this e-mail --	11:48:40
13		right? -- at the -- at the bottom?	11:48:42
14	A	Correct.	11:48:43
15	Q	Did you ever apply to any jobs in those	11:48:44
16		locations?	11:48:47
17	A	There were no job openings in those	11:48:48
18		locations.	11:48:49
19	Q	I see. And I -- I guess most -- are	11:48:49
20		these locations -- well, I -- I don't know if	11:49:04
21		you -- you probably don't know, but I'll ask the	11:49:10
22		question. You can say "I don't know."	11:49:13
23		Would they have adequate medical	11:49:14
24		facilities in all these locations where he	11:49:15
25		indicates he would not foresee any issues with you	11:49:17

1 A Yeah. 11:50:27

2 Q -- that you wouldn't be able to work in 11:50:28

3 any other locations? 11:50:29

4 A I did take it that way. Correct. 11:50:30

5 Q And I think you had testified there were 11:50:32

6 no jobs available in the first set of countries. 11:50:33

7 Did you look to see if there were any 11:50:36

8 jobs available in the second set? 11:50:38

9 A I looked in all of the countries, yeah. 11:50:40

10 It's through a posting site. It's not hard to do. 11:50:43

11 You can have it send you an e-mail. So, like, I 11:50:47

12 did look at all of these locations for the 11:50:49

13 remainder of my employment. 11:50:51

14 Q With Chevron? 11:50:54

15 A Uh-huh. 11:50:55

16 Q And when you say "all of these 11:50:55

17 locations," you're referring to all the locations 11:50:57

18 specifically identified in this exhibit, 11:50:59

19 Exhibit 7; right? 11:51:02

20 A That's correct. 11:51:03

21 MR. MUSSIG: All right. I'll mark as 11:51:09

22 Exhibit 8 e-mails between Mr. Snookal and Andrew 11:51:14

23 Powers dated September 4, 2019, and September 6, 11:51:17

24 2019. 11:51:32

25 (Exhibit 8 was marked for identification 11:51:32

1	by the Certified Shorthand Reporter.)	11:51:32
2	BY MR. MUSSIG:	11:51:32
3	Q Are you I familiar with this e-mail --	11:51:48
4	A I am.	11:51:49
5	Q -- or, I guess, these e-mails? Are you	11:51:50
6	familiar with these e-mails?	11:51:55
7	A Yes, I am.	11:51:55
8	Q So the first e-mail in this chain is an	11:51:58
9	e-mail from you to Mr. Powers on September 4,	11:52:00
10	2019; right?	11:52:04
11	A Yes.	11:52:08
12	Q And you copied Thalia Tse and Austin	11:52:08
13	Ruppert; correct?	11:52:13
14	A Correct.	11:52:13
15	Q And so Mr. Ruppert was your supervisor	11:52:14
16	at that point; right?	11:52:16
17	A He was.	11:52:17
18	Q And Thalia Tse was in HR?	11:52:17
19	A She was.	11:52:21
20	Q And Mr. Powers was in HR, also?	11:52:21
21	A Yes.	11:52:23
22	Q Do you know, was Mr. Powers -- why --	11:52:23
23	was he above Thalia Tse? Was he --	11:52:28
24	A Yes.	11:52:32
25	Q -- the HR at the time? Okay.	11:52:32

1	A	He's the HR manager for the El Segundo	11:52:34
2		facility.	11:52:37
3	Q	Okay.	11:52:37
4	A	And Thalia is my HR business partner, so	11:52:37
5		she would be --	11:52:40
6	Q	More of your direct contact?	11:52:42
7	A	-- more my direct contact.	11:52:44
8	Q	You -- in the first paragraph of your	11:52:47
9		e-mail here the third line, the sentence that	11:53:08
10		begins "as my condition," you say:	11:53:15
11		"As my condition does not	11:53:17
12		affect my ability to perform the	11:53:19
13		job duties of that position, I	11:53:21
14		require no ongoing care outside of	11:53:23
15		annual monitoring, working in a	11:53:25
16		remote -- remote location does not	11:53:27
17		affect my condition" and "a	11:53:29
18		complication from my condition	11:53:30
19		would cause no harm to others, and	11:53:31
20		I have no work restrictions from my	11:53:34
21		position this decision seems	11:53:36
22		excessively paternalistic."	11:53:39
23		Do you see that?	11:53:41
24	A	I do.	11:53:42
25	Q	And so by "my condition" you're	11:53:42

1 referring to the heart condition, the dilated 11:53:44
2 aortic root -- correct? -- that we have been 11:53:46
3 talking about? 11:53:46
4 A Correct. 11:53:47
5 Q Did you have any other condition? 11:53:48
6 A No. 11:53:49
7 Q As you sit here today, do you still 11:53:53
8 believe all those statements are true? 11:53:57
9 A Yes. 11:54:00
10 Q So in your view, there was never any 11:54:07
11 point during your employment with Chevron that you 11:54:10
12 needed some sort of accommodation? 11:54:12
13 A That is correct. 11:54:19
14 Q Then on page 2 you talk about -- you 11:54:24
15 say: 11:54:27
16 "I spoke with" my 11:54:27
17 "manager" -- "with the manager I 11:54:28
18 would have reported to in Nigeria 11:54:31
19 this morning...they are rescinding 11:54:33
20 the offer." 11:54:34
21 And that's the manager we talked about 11:54:35
22 earlier whose name you don't remember; right? 11:54:36
23 A That's correct. Yeah. 11:54:38
24 Q And the manager you spoke to, was he an 11:54:43
25 employee of Nigeria -- Chevron Nigeria, Limited? 11:54:46

1 MS. LEAL: Calls for speculation. 11:54:49

2 MR. MUSSIG: If you know. 11:54:50

3 THE WITNESS: I don't know. 11:54:51

4 BY MR. MUSSIG: 11:54:52

5 Q And so do you agree that the REM offer 11:54:52

6 was rescinded when you spoke to that manager on 11:54:56

7 the morning of September 4, 2019? 11:54:59

8 A Yes. 11:55:01

9 Q Okay. And that's the first time you had 11:55:01

10 heard that it had been rescinded; right? 11:55:03

11 A Yes. 11:55:06

12 Q Is this September 4 e-mail -- 2019 11:55:16

13 e-mail the first time you reached out to 11:55:18

14 Mr. Powers about the rescinded REM job offer? 11:55:20

15 A It is. 11:55:22

16 Q And so going back to the first page 11:55:34

17 of -- of this exhibit, the first paragraph of your 11:55:36

18 e-mail, you say you believe the decision "was made 11:55:40

19 based on a lack of understanding and stereotypical 11:55:44

20 assumptions and is, therefore, discriminatory in 11:55:47

21 nature." 11:55:51

22 Was that the first time you had reported 11:55:51

23 any sort of discrimination? 11:55:53

24 A It is. 11:55:54

25 Q And is -- did you report any -- any sort 11:55:57

1 of discrimination to anyone else at Chevron? 11:55:59

2 A No. 11:56:02

3 Q And when you say "based on a lack of 11:56:03

4 understanding," what -- what do you mean by that? 11:56:13

5 A In my opinion, I don't believe that the 11:56:18

6 people that evaluated me did their due diligence 11:56:21

7 in understanding the condition that I had and the 11:56:24

8 effects that a remote location would have. That's 11:56:28

9 what I meant by that. 11:56:30

10 Q Okay. And why do you believe that? 11:56:31

11 A Just based on the conversations that I 11:56:35

12 had with them, it was clear that they didn't 11:56:36

13 really know what they were looking at and the fact 11:56:38

14 that they took a 17-year-old study as the only 11:56:41

15 piece of evidence that they looked at, as far as I 11:56:47

16 knew. 11:56:50

17 Q Wasn't the 17-year-old study referenced 11:56:53

18 by Dr. Khan? 11:56:55

19 A It's not Dr. Khan's job to give them the 11:56:57

20 information that they need. They didn't -- 11:57:01

21 Q So you agree that they were -- they 11:57:05

22 based their decision on the information provided 11:57:07

23 by Dr. Khan; right? 11:57:09

24 MS. LEAL: Objection. Calls for 11:57:10

25 speculation. 11:57:11

1	A The same basis that "you" -- that I	12:10:46
2	would say when you asked me before which is that I	12:10:48
3	don't think that they investigated my condition	12:10:51
4	and the impact that it would have on my ability to	12:10:53
5	work in Escravos by using the most recent medical	12:10:55
6	information and a thorough understanding of the	12:11:01
7	condition that I did have.	12:11:05

8	Q Okay. Yeah. So before you had said you	12:11:06
9	felt there were other studies they should have	12:11:11
10	consulted; right?	12:11:13

11	A	Yes.	12:11:15
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12	Q	Anything other than that?	12:11:15
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13	A	Not that I can think of.	12:11:17
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14	Q	Do you disagree that alternatives were	12:11:18
15		explored?	12:11:27

16	MS. LEAL: Assumes facts not in	12:11:28
17	evidence. Lacks foundation.	12:11:30

18	Go ahead.	12:11:31
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19	BY MR. MUSSIG:	12:11:31
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20	Q Let me ask it this way: Do you have any	12:11:34
21	reason to -- to dispute that alternatives were	12:11:36
22	explored?	12:11:38

23	A No.	12:11:38
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24	MR. MUSSIG:	Let me mark as Exhibit 10	12:12:07
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25	e-mails involving Mr. Snookal and Austin Ruppert	12:12:09
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1 dated September 5th, 2019 -- well, an e-mail from 12:12:12
2 Mr. Snookal but to Austin Ruppert and then from 12:12:15
3 Mr. Ruppert to Troy Tortorich, Thalia Tse, and 12:12:19
4 Andrew Powers. 12:12:24
5 (Exhibit 10 was marked for 12:12:24
6 identification by the Certified 12:12:24
7 Shorthand Reporter.) 12:12:24
8 BY MR. MUSSIG: 12:12:24
9 Q Do recognize the first e-mail in this 12:12:45
10 chain, the one at the bottom of the page? 12:12:47
11 A Yes. 12:12:47
12 Q Okay. And this is an e-mail from you to 12:12:53
13 Mr. Ruppert; correct? 12:12:55
14 A Correct. 12:12:56
15 Q And Mr. Ruppert at this point was your 12:12:57
16 supervisor; right? 12:12:59
17 A Correct. 12:13:00
18 Q And it says "position" -- the "subject" 12:13:01
19 line is "positions in 2H PDC." 12:13:03
20 What does -- what does the "2H PDC" 12:13:06
21 mean? 12:13:09
22 A A second half PDC. I don't know what 12:13:10
23 the acronym stands for. It's just what they used 12:13:14
24 for the job selection process at Chevron. 12:13:17
25 Q Okay. And so why -- they look -- you're 12:13:24

1 Q And each of those jobs also has a job 12:14:38
2 owner; is that right? 12:14:41
3 A That's my understanding. Yes. 12:14:43
4 Q Okay. And the job owner is typically 12:14:45
5 the hiring supervisor for the opening; is that 12:14:47
6 right? 12:14:47
7 A I don't know if it's typically the -- I 12:14:50
8 don't know if it works that way. 12:14:52
9 Q Okay. You just don't have any knowledge 12:14:53
10 one way or the other? 12:14:56
11 A I don't. 12:14:58
12 Q Do you know if the job owner is also 12:14:58
13 typically the supervisor who the employee would 12:15:02
14 report to, if they get that job? 12:15:04
15 A I -- I do not know the answer to that. 12:15:06
16 No. 12:15:08
17 Q Okay. Do you have any knowledge about 12:15:09
18 the job owner's role in the decision-making 12:15:14
19 process as to -- as to the particular job? 12:15:16
20 A Not in a generic sense. Generally, each 12:15:20
21 job is defined -- they'll tell you who to talk to. 12:15:22
22 It's not, in my experience, always the same 12:15:27
23 person. 12:15:31
24 Q What do you mean, "it's not"? 12:15:31
25 A The -- the -- the owner of the position 12:15:32

1 is not always the person that will be your 12:15:35
2 supervisor -- 12:15:38
3 Q I see. 12:15:39
4 A -- in my experience. That doesn't mean 12:15:39
5 I know the process. 12:15:43
6 Q Sure. In your experience, is it usually 12:15:44
7 the supervisor? 12:15:47
8 A No. 12:15:47
9 Q So more often than not the job owner is 12:15:54
10 not the same as the person that would be 12:15:56
11 supervising the position, in your experience? 12:15:58
12 A In my recollection and experience, that 12:16:01
13 is correct. 12:16:03
14 Q In -- in your recollection and 12:16:05
15 experience, do you know then like how a job owner 12:16:06
16 would be selected or assigned? 12:16:10
17 A I do not. 12:16:18
18 Q Earlier you had said -- going back to 12:16:25
19 the exhibit, Exhibit 10, you had said they told 12:16:27
20 you to look through the PDC openings. 12:16:30
21 When you said "they" -- is that right? 12:16:34
22 A Yes. 12:16:36
23 Q Okay. When you said "they," who do 12:16:37
24 you -- who were you referring to? 12:16:39
25 A We had a meeting between Austin 12:16:41

1 "Powers," Thalia Tse, and -- 12:16:44

2 Q Austin Ruppert? 12:16:49

3 A Sorry. Yes. Austin Ruppert, Andrew 12:16:50

4 Powers, and Thalia Tse. I believe that was on the 12:16:53

5 6th or 7th of September. 12:17:04

6 Q Well, this e-mail is dated 12:17:04

7 September 5th -- 12:17:07

8 A Okay. 12:17:07

9 Q -- so it couldn't have been the 6th or 12:17:09

10 7th. 12:17:11

11 A So it might have been the 4th then. 12:17:11

12 Q Okay. Sometime shortly before you sent 12:17:13

13 this? 12:17:15

14 A I don't remember the exact date, but, 12:17:15

15 yeah, it must be September 5th. It would be the 12:17:17

16 same day that we had the meeting. 12:17:19

17 Q So you had the meeting, and then you 12:17:24

18 immediately went to look for positions; right? 12:17:29

19 A Right. So there is a time limit; right? 12:17:31

20 The PDCs happen on a cycle -- that's why 12:17:35

21 it's called "2H" -- and there's deadlines. I 12:17:39

22 believe we were -- I believe the deadline was 12:17:43

23 Friday, so -- 12:17:45

24 Q And this was on Thursday? 12:17:49

25 A Yeah, if I recall correctly. 12:17:50

1 then discontinued -- 12:22:00

2 Q Okay. 12:22:01

3 A -- which also led into why I didn't want 12:22:05

4 it. 12:22:07

5 Q Okay. So looking at Exhibit 10, you 12:22:08

6 identify three positions. The first one you're -- 12:22:12

7 you're telling Austin that, according to 12:22:15

8 Dr. Levy -- I'm assuming you're saying in the 12:22:18

9 e-mail that we had looked at earlier -- 12:22:21

10 A Uh-huh. 12:22:23

11 Q -- you would not be -- you would not 12:22:24

12 qualify for that position? 12:22:25

13 A Correct. 12:22:26

14 Q Okay. And then the third one on your 12:22:27

15 list, it says a degree is "required for OA 12:22:28

16 positions, and I do not have a degree." 12:22:33

17 So did you think you were qualified for 12:22:35

18 that position? 12:22:36

19 A Yes, I do think I'm qualified for that 12:22:37

20 position. 12:22:42

21 Q Isn't a qualification -- and by "degree" 12:22:43

22 I assume you mean a college degree? 12:22:45

23 A College degree, correct. 12:22:47

24 Q And if it says a college degree is 12:22:48

25 required but you don't have one, how would you be 12:22:51

1 qualified? 12:22:53

2 A The operating assistant role is posted 12:22:54

3 many times each year, and it's for the same job 12:22:57

4 responsibilities and duties. And sometimes it has 12:23:03

5 a degree requirement, and sometimes it does not 12:23:07

6 have a degree requirement. Austin said that I 12:23:09

7 should go talk to Tolly Graves who was the 12:23:12

8 operations manager and the owner of that position 12:23:16

9 and ask him if I could apply, and he did give me 12:23:19

10 permission to apply without a college degree. 12:23:21

11 Q Do you think your lack of college degree 12:23:24

12 held you back at Chevron? 12:23:26

13 A Yes. 12:23:26

14 Q Do you agree that's not discriminatory? 12:23:32

15 A Yes. 12:23:34

16 Q So going back, I -- I -- I don't think 12:23:41

17 we finished with the time line. 12:23:43

18 So there was a meeting with you, Thalia, 12:23:46

19 Austin, and Andrew, and you said you left the 12:23:50

20 meeting saying, "Let's go see if there are other 12:23:54

21 jobs"; right? 12:23:57

22 A Uh-huh. 12:23:57

23 Q And so you went and you saw these three, 12:23:58

24 you sent them to Austin, and then I -- and I think 12:24:00

25 that's where we left off. 12:24:06

1 A I think it was 147,000. 12:27:41

2 Q Okay. So about another -- what? -- 12:27:44

3 sixteen, seventeen thousand a year? 12:27:47

4 A Roughly, plus there's an increase in 12:27:49

5 your bonus, your annual bonus, as well. 12:27:52

6 Q And what is that increase? 12:27:54

7 A Between 22 and 23 I think it goes from 12:27:56

8 14 to 16 percent, and 24 I believe is 18 percent. 12:28:00

9 Q And how -- what would that translate to 12:28:06

10 in terms of dollars, again, estimates? 12:28:08

11 A Two percent of my base pay. So what is 12:28:11

12 that? 12:28:14

13 Like 5,000, \$6,000 each grade. 12:28:15

14 Q Okay. So what jobs did you ultimately 12:28:20

15 apply to in this September, October, November time 12:28:26

16 frame, 2019? 12:28:32

17 A I applied to the maintenance general 12:28:33

18 team lead, the operating assistant, and the 12:28:35

19 maintenance change OA. 12:28:39

20 Q Okay. Including -- so one of -- and 12:28:41

21 that's the OA -- the -- one of those OA positions 12:28:49

22 stated that it had a college degree requirement; 12:28:54

23 right? 12:28:54

24 A Yes. 12:28:58

25 Q Do you know -- and maybe you don't -- 12:28:58

1	Los Angeles, California	12:30:52
2	Friday, May 10, 2024	12:30:52
3	1:34 p.m.	12:30:52
4		12:30:52
5	THE VIDEOGRAPHER: Video deposition	13:34:40
6	returning to the record at 1:34 p.m., beginning of	13:34:41
7	media 3.	13:34:45
8		13:34:45
9	FURTHER EXAMINATION	13:34:45
10	BY MR. MUSSIG:	13:34:45
11	Q One question I wanted to circle back on,	13:34:49
12	then we'll move on to -- to these documents.	13:34:51
13	Would you agree the decision to rescind	13:34:54
14	the REM job offer in Escravos was not based on	13:34:56
15	your ability or inability to do the job?	13:35:04
16	A Yeah. It didn't have anything to do	13:35:11
17	with my ability to do the job.	13:35:14
18	MR. MUSSIG: So let me mark as	13:35:16
19	Exhibit 11 a document that's titled "Job title:	13:35:18
20	Maintenance change operating assistant (OA), "	13:35:24
21	SNOOKAL-1131 to -1132.	13:35:27
22	(Exhibit 11 was marked for	13:35:27
23	identification by the Certified	13:35:27
24	Shorthand Reporter.)	13:35:27
25	BY MR. MUSSIG:	13:35:27

1 Q Now, I -- I assume you're familiar with 13:35:48
2 this document? 13:35:51
3 A Uh-huh. 13:35:51
4 Q You have to say "yes" or "no." 13:35:52
5 A Yes. I'm sorry. 13:35:54
6 Q So this is a -- a copy of the El Segundo 13:35:56
7 maintenance change operating assistant, OA, job 13:36:00
8 posting in the PDC database as of the time you 13:36:03
9 were searching for a job in or around September, 13:36:07
10 2019; right? 13:36:12
11 A Yes. 13:36:13
12 Q One question just sort of logistical: 13:36:13
13 So this says -- at the top it's -- it says: 13:36:18
14 "Chevron is accepting online 13:36:24
15 applications for the position of 13:36:26
16 maintenance change operating 13:36:27
17 assistant (OA) located in 13:36:28
18 El Segundo, California through 13:36:31
19 8/11/19." 13:36:34
20 Do you know -- I mean, you weren't 13:36:36
21 looking for a position as of 8/11/19. 13:36:38
22 Was -- was the job extended? Was this 13:36:41
23 deadline extended? 13:36:44
24 A It may have been. I'm not sure. 13:36:46
25 Q Okay. You don't recall? 13:36:47

1 Q And did you meet all of the preferred 13:40:29
2 qualifications? 13:40:31
3 A No. 13:40:31
4 Q And I assume one of them was you didn't 13:40:37
5 have a Bachelor's degree; right? 13:40:40
6 A Correct. 13:40:42
7 Q Were there any other preferred 13:40:42
8 qualifications that you didn't meet? 13:40:44
9 And, again, this is at the time you 13:40:46
10 applied for the job. 13:40:48
11 A Uh-huh. For this particular job I would 13:40:48
12 say that it did not align with my career 13:41:00
13 development plan which is one of the preferred 13:41:03
14 qualifications. 13:41:08
15 Q I see. Any others? 13:41:08
16 A No. 13:41:08
17 Q Do you know who ultimately got this job? 13:41:12
18 A I can't remember their name. I -- I -- 13:41:21
19 I know loosely who they are, but I don't really 13:41:23
20 know them. 13:41:26
21 Q Okay. Do you think that you didn't get 13:41:26
22 this job for any sort of discriminatory reason? 13:41:28
23 A No. 13:41:31
24 MR. MUSSIG: Let's mark as Exhibit 12 a 13:41:44
25 document titled "Job title: DS&C - MFG - 13:41:48

1 El Segundo operating assistant (PSG 22-23, 2 13:41:55
2 positions)." It's Bates-labeled SNOOKAL-1150 to 13:41:59
3 -1152. 13:42:03
4 (Exhibit 12 was marked for 13:42:03
5 identification by the Certified 13:42:03
6 Shorthand Reporter.) 13:42:13
7 MS. LEAL: Thank you. 13:42:13
8 BY MR. MUSSIG: 13:42:13
9 Q And are you familiar with this document? 13:42:17
10 A Yes. 13:42:17
11 Q Is this another one of the jobs that you 13:42:21
12 applied to during this time period? 13:42:22
13 A It is. 13:42:24
14 Q And just a -- so "DS&C" is downstream 13:42:27
15 and chemicals; right? 13:42:31
16 A Yes. 13:42:33
17 Q And that's a -- a line of business 13:42:34
18 within Chevron; right? 13:42:35
19 A Yes. 13:42:37
20 Q And "MFG" is short for manufacturing? 13:42:37
21 A Yes. 13:42:37
22 Q And now, again, on the very bottom but 13:42:42
23 below the Bates number it's -- it's dated 13:42:47
24 10/11/2019. 13:42:50
25 Is that when you printed this? 13:42:51

1 A Yes. 13:42:51

2 Q And do you know -- so it says at the 13:42:54
3 top: 13:42:57

4 "The position is accepting 13:42:58
5 applicants until September 13." 13:42:59

6 Do you know why you printed it, you 13:43:02
7 know, a month later? 13:43:04

8 A This one I printed out for documentation 13:43:07
9 purposes, not for applying. 13:43:10

10 Q What do you mean by that? 13:43:13

11 A Just as a reminder of what I applied to. 13:43:15

12 Q And this one states that the job owner 13:43:22
13 was James Z. Byrd. 13:43:26

14 Do you see that? 13:43:29

15 A Uh-huh. 13:43:29

16 Q Do you know who that is? 13:43:30

17 A I do. 13:43:31

18 Q How would you describe your relationship 13:43:34
19 with James Z. Byrd? 13:43:36

20 A He goes by Zak, so I'm going to call him 13:43:40
21 "Zak." 13:43:44

22 Q Okay. 13:43:44

23 A At the time of this application he was 13:43:44
24 someone that I had worked with in various 13:43:50
25 different -- at various different times during 13:44:00

1 various different positions; right? 13:44:03

2 So he's in operations, and I was in 13:44:06

3 engineering and maintenance. He was in his 13:44:08

4 various roles someone that I would work with on a 13:44:11

5 regular basis. 13:44:13

6 Q Do you -- do you know whether Mr. Byrd 13:44:20

7 would have any reason to have knowledge about your 13:44:22

8 heart condition? 13:44:26

9 A No. 13:44:26

10 Q You don't know or, "no," he would not? 13:44:29

11 A No, he would not. Sorry. 13:44:31

12 Q And, again, would he know your age, 13:44:33

13 other than just making a general estimate based 13:44:37

14 on, you know, the fact that he knew you? 13:44:39

15 A No, I wouldn't think so, other than 13:44:41

16 that. 13:44:44

17 Q Well, I mean, let me ask this: Did you 13:44:50

18 get this job? 13:44:52

19 A I did not. 13:44:53

20 Q And do you believe that decision was 13:44:53

21 discriminatory in any way? 13:44:55

22 A I believe it might have been, yes. 13:44:59

23 Q Okay. So let me ask a few more 13:45:01

24 questions. 13:45:04

25 Do you know who the decision maker was 13:45:06

1 for this job, meaning, the person who decided or 13:45:08
2 persons who decided whether or not you would get 13:45:11
3 this job? 13:45:14
4 A I do not know all of them, no. 13:45:15
5 Q Do you know some of them? 13:45:17
6 A Well, Zak Byrd. Actually, he's the only 13:45:20
7 one that I know. 13:45:28
8 Q Okay. 13:45:29
9 A I'm thinking of a different job, so -- 13:45:29
10 Q All right. 13:45:31
11 A I do know that they do not make the 13:45:31
12 decision -- that one person doesn't make the 13:45:35
13 decision. 13:45:40
14 Q Do you know how many people make the 13:45:40
15 decision technically? 13:45:42
16 A I do not. 13:45:43
17 Q Do you have any estimate? It's -- is 13:45:43
18 it -- is it two or three? Is it ten or 12? 13:45:46
19 A I know that they have a meeting to talk 13:45:49
20 about position changes and resource moves on a 13:45:55
21 recurring basis at an upper-level management. 13:45:59
22 I don't know how many people attend that 13:46:04
23 meeting; right? 13:46:06
24 Q Okay. On page 2 of the document it has 13:46:07
25 a list of "required qualifications," and one of 13:46:15

1 them is a BS degree in engineering; right? 13:46:18

2 A Correct. 13:46:20

3 Q And you have didn't have a BS degree in 13:46:21

4 engineering; correct? 13:46:23

5 A That is correct. 13:46:24

6 Q And so now we -- we had talked earlier 13:46:26

7 about the fact that certain OA positions, 13:46:33

8 sometimes, when they were posted, they had a 13:46:37

9 college degree requirement; sometimes they didn't. 13:46:39

10 But if one of the required 13:46:45

11 qualifications is a BS degree in engineering and 13:46:47

12 you don't have that, why would you think you're 13:46:50

13 qualified for this job? 13:46:53

14 A I was told that it was a job that I 13:46:54

15 could apply for, if I got permission to apply for 13:46:57

16 it from Tolly Graves who was the operations 13:47:00

17 manager and would have been Zak Byrd's supervisor 13:47:07

18 or manager at that time. 13:47:16

19 Q Do you know who ultimately got this job? 13:47:16

20 A There's two jobs, and I remember the 13:47:19

21 name of one of them. I don't remember the name of 13:47:23

22 the other. One was Danielle Rivera. I don't 13:47:25

23 remember the name of the other. 13:47:36

24 Q Do you know whether Danielle Rivera had 13:47:38

25 a college degree? 13:47:42

1	A	She did.	13:47:43
2	Q	Was it a BS in engineering?	13:47:44
3	A	I don't know her specific degree, but I	13:47:45
4		assume it was --	13:47:47
5	Q	Okay.	13:47:48
6	A	-- given her prior positions.	13:47:48
7	Q	So other than the fact that you were	13:47:50
8		told that you could apply for the job, if you got	13:47:52
9		permission from Tolly Graves, is there any other	13:47:55
10		reason that you think you were qualified for the	13:47:57
11		job, even though you didn't meet all the required	13:48:01
12		qualifications?	13:48:04
13	A	I meet all of the other requirements,	13:48:05
14		and that -- as I said before, that job does not	13:48:07
15		always require a degree.	13:48:18
16	Q	Anything else?	13:48:19
17	A	No.	13:48:25
18	Q	If you had gotten this job, would it	13:48:29
19		have been a lateral move?	13:48:31
20	A	It would have been a lateral move in	13:48:35
21		pay. It would not have been a lateral move in	13:48:39
22		that the OA position is widely known in the	13:48:42
23		refinery to be a gateway position in career	13:48:46
24		development. You can only go so far without being	13:48:51
25		an OA, so much so that they'll actually move	13:48:54

1 people from other facilities into the OA position 13:48:59
2 for a year or two just so that they can have that 13:49:02
3 experience before they move them up. 13:49:05
4 Q Who did that happen with? 13:49:07
5 A Zak Byrd. 13:49:11
6 Q Anyone else? 13:49:13
7 A There are some other ones. I can't 13:49:16
8 think of their names at the moment. But it's 13:49:19
9 quite the conversation at the refinery about who 13:49:23
10 is going to pop in for a year or two. 13:49:26
11 Q Oh. So you've had discussions with 13:49:29
12 coworkers about people -- 13:49:31
13 A Much before this, yeah. It's -- it's a 13:49:33
14 well-known cycle. 13:49:36
15 Q Well, do you -- do you think there's 13:49:41
16 anything wrong with that, or is it just sort of 13:49:43
17 what they do at Chevron? 13:49:48
18 A No. I wasn't -- I wasn't saying there's 13:49:49
19 anything wrong with it. 13:49:51
20 Q Okay. 13:49:52
21 A I'm just saying that it happens, and 13:49:52
22 people watch it happen. That's all. 13:49:55
23 Q Now, the other person that got the job 13:49:57
24 whose name you don't remember, do you know whether 13:49:59
25 they have a college degree? 13:50:01

1 A I -- I know who they are. I just can't 13:50:08
2 remember their name. And they did come from the 13:50:11
3 engineering department, from mechanical 13:50:14
4 engineering, so they -- they do have a degree. 13:50:16

5 Q So do you believe you were more 13:50:24
6 qualified for the job than Danielle Rivera and the 13:50:25
7 other person whose name you can't remember? 13:50:29

8 A I don't know about the other person per 13:50:32
9 se. Danielle and I actually know each other. We 13:50:34
10 were in the black employee network together. I 13:50:37
11 would say that Danielle and I were equally 13:50:43
12 qualified for the job. I had more leadership 13:50:45
13 experience and more industry-wide experience than 13:50:49
14 Danielle. 13:50:52

15 Q But you were equally qualified for the 13:50:54
16 job? 13:50:57

17 A From this sheet. 13:50:57

18 Q What does that mean? 13:51:01

19 A What's -- what's on here; right? So, if 13:51:02
20 you just look at -- you're talking about this 13:51:04
21 document; right? 13:51:08

22 You're talking about Exhibit 12. 13:51:08

23 Q Yes. 13:51:12

24 A So she had a degree in engineering. She 13:51:12
25 had prior refining experience. She had 13:51:15

1 demonstrated experience in areas of operation, 13:51:16
2 process, and designs engineering. She had 13:51:19
3 knowledge in HES, PSM, impact, reliability and 13:51:23
4 capital projects areas and demonstrated change 13:51:27
5 management experience, excellent verbal, written, 13:51:31
6 and interpersonal communication skills; all of the 13:51:33
7 requirements just like I did. 13:51:39

8 Q But you didn't meet all the 13:51:40
9 requirements, though; right? You didn't have a 13:51:41
10 BS? 13:51:43

11 A Except for the engineering degree, 13:51:43
12 correct. 13:51:46

13 Q And you just didn't know about the other 13:51:47
14 person? 13:51:48

15 A No. I didn't have a working 13:51:49
16 relationship with the other person. Like I said, 13:51:50
17 I know who -- I know who they are, but I -- I 13:51:52
18 don't have any knowledge about them. 13:51:54

19 Q About their -- whether or not they met 13:51:56
20 the required "requirement" -- the required 13:51:58
21 qualifications? 13:52:00

22 A Right. 13:52:01

23 Q Do you think Zak Byrd discriminated 13:52:04
24 against you in connection with this job? 13:52:08

25 A I don't think I was actually evaluated 13:52:12

1 for this job. 13:52:14

2 Q What do you mean by that? 13:52:17

3 A So Zak Byrd told me that there are two 13:52:18

4 or three off-the-book lists of people that will be 13:52:25

5 put into OA positions, and if you're not on the 13:52:28

6 list, then you can't get an OA job, even if you 13:52:33

7 apply for it; and that he was unaware that I had 13:52:40

8 interest in being an OA despite the fact that it 13:52:47

9 had been on my career development plan since 2009. 13:52:51

10 Q So he told you about an off-the-book 13:52:59

11 list? 13:53:02

12 A Yeah. That's also something we all know 13:53:04

13 exists. There's three lists. 13:53:06

14 Q What are the three lists? 13:53:07

15 A The college people that they want to 13:53:08

16 elevate, the high-potential people that they want 13:53:11

17 to elevate, and the, quote, unquote, "mustangs" 13:53:15

18 that they want to elevate into the OA position. 13:53:18

19 Q So -- 13:53:22

20 A Mustangs are people without degrees. 13:53:23

21 Q So all three of these lists are -- 13:53:31

22 relate to the OA positions? 13:53:36

23 A Correct. 13:53:37

24 Q So there's the people with college 13:53:38

25 degrees, there's people without college degrees, 13:53:39

1 and then there's high potential. 13:53:44

2 Wouldn't they fall into one of the other 13:53:46

3 two categories? 13:53:49

4 A I don't make the lists. 13:53:49

5 Q Have you ever seen these lists? 13:53:51

6 A I have not. 13:53:52

7 Q Do you know for a fact they exist? 13:53:52

8 A They told me they did. 13:53:55

9 Q Who told you? 13:53:56

10 A Zak Byrd. 13:53:58

11 Q Anyone else? 13:53:59

12 A Larry Laye, Stewart Harwell, Austin 13:54:00

13 Ruppert, probably some other people, but none that 13:54:06

14 I can think of at the moment. 13:54:19

15 Q So those four individuals told you that 13:54:20

16 these lists exist; right? 13:54:22

17 A Uh-huh. 13:54:24

18 Q And did all four of them tell you that 13:54:24

19 you weren't on any of those lists? 13:54:26

20 A They told me that those lists existed at 13:54:27

21 different times in my career. 13:54:32

22 Q Were you ever on any of those lists? 13:54:33

23 A No. 13:54:35

24 Q Did they tell you why? 13:54:35

25 A No. Well, one person told me why. 13:54:36

1 A I said that I'm a subject matter expert 13:56:31
2 in a piece of equipment that helps them optimize 13:56:34
3 the plant and keep them in environmental 13:56:38
4 compliance and that I did have something to bring 13:56:41
5 to the OA position, and, in fact, when I was given 13:56:43
6 an opportunity to do the OA position, I brought 13:56:47
7 that exact talent and solved a long-standing 13:56:49
8 problem in the two weeks that I was in that 13:56:52
9 position. 13:56:54

10 Q What -- what -- like where were you? 13:56:55
11 Was this at -- 13:56:57

12 A This was in the office. 13:56:58

13 Q Okay. And this was like a formal career 13:56:59
14 development conversation? 13:57:02

15 A Yeah. I had requested time with her. 13:57:02

16 Q And so she told you about the existence 13:57:05
17 of these lists and said you're not -- 13:57:08

18 A I don't think -- I don't think Erin 13:57:11
19 actually told me about the lists. She just said 13:57:12
20 that they wouldn't consider me for an OA position. 13:57:16
21 I knew the lists existed by that point, but -- 13:57:20

22 Q Okay. But she didn't say anything about 13:57:25
23 your age; right? 13:57:27

24 A Not directly. 13:57:28

25 Q Did she say something indirectly? 13:57:30

1 A We also had a conversation about college 13:57:32
2 and whether or not I should go back to college, 13:57:34
3 and she said that it wouldn't be useful from my 13:57:37
4 point in -- for -- for me to go back to college at 13:57:40
5 the point I was at in my career. 13:57:42

6 Q So she was saying even going back to 13:57:45
7 college wouldn't get you on one of these lists? 13:57:47

8 A Yes. 13:57:47

9 Q And that's all she said about your age? 13:57:54

10 A Yes. 13:57:54

11 Q Now, going one by one, so Zak Byrd, when 13:58:07
12 did you talk to him about these lists? 13:58:12

13 A Zak Byrd told me about the lists after I 13:58:13
14 didn't get the position. And as is typical, I 13:58:16
15 always follow up with the people that had the 13:58:21
16 posting to find out what I could do to be a more 13:58:23
17 successful candidate in the future, and during our 13:58:26
18 conversation, he told me about the lists and that 13:58:29
19 I wasn't on them and he didn't know that I was 13:58:31
20 interested in having an OA position and that he 13:58:35
21 would help me out in the future in that. 13:58:40

22 Q Okay. Did he do that? 13:58:42

23 A He did. 13:58:44

24 Q What about Larry Laye? What did he say 13:58:46
25 about these lists? 13:58:48

1 A Larry Laye was a different conversation. 13:58:50
2 That was much earlier in my career. Larry Laye 13:58:52
3 and I worked closely in the gasoline blending 13:58:55
4 area, and so we would just talk about career 13:58:59
5 development in general. So it was just a general 13:59:00
6 conversation. At the time he was an OA and he 13:59:02
7 knew about the lists and that he was a mustang and 13:59:06
8 how he got on there and that he came up through 13:59:10
9 operations, so -- 13:59:13

10 Q So he was advising you in terms of how 13:59:14
11 you might get on the list? 13:59:16

12 A I wouldn't -- I wouldn't state it that 13:59:17
13 way. This was just a conversation between two 13:59:20
14 coworkers. 13:59:23

15 Q I see. 13:59:24

16 A It wasn't -- I wasn't seeking any advice 13:59:25
17 from Larry Laye. 13:59:27

18 Q What about Austin Ruppert? What did he 13:59:29
19 say about the lists? 13:59:32

20 A The conversation with Austin Ruppert was 13:59:33
21 the second time that I considered applying for an 13:59:37
22 operating assistant which is in 2021. During the 13:59:40
23 reorganization, we all had to apply for four 13:59:47
24 different positions. I told Austin who was my 13:59:51
25 supervisor at the time that I was interested in 13:59:54

1 Q But the group with Kit Deaver was you 14:13:23
2 were evaluating someone's performance? 14:13:25

3 A Everyone's performance. So we -- during 14:13:28
4 performance evaluation time when you're deciding 14:13:31
5 whether they're going to get a raise or what their 14:13:33
6 PMP rating is which is their performance 14:13:37
7 evaluation, a group comes together with HR, and 14:13:39
8 you talk about everyone's performance as a group 14:13:42
9 and determine what you think a fair rating for 14:13:45
10 that person is. And you also do what they call 14:13:48
11 the "three-by-three matrix" which is supposed to 14:13:51
12 factor into career development. 14:13:55

13 Q Do you know Danielle Rivera's age? 14:14:05

14 A Not specifically. 14:14:09

15 Q Do you have an estimate? 14:14:09

16 A Low 30s. 14:14:10

17 Q Do you know the other person who got the 14:14:15
18 other OA job's age? 14:14:17

19 A Low 30s. 14:14:20

20 MR. MUSSIG: I'll mark as Exhibit 13 a 14:14:44

21 document titled "job title: DS&C - MFG - El 14:14:46

22 Segundo routine maintenance general team lead (PSG 14:14:55

23 23)," SNOOKAL-1122 to -1123. 14:14:56

24 (Exhibit 13 was marked for 14:14:56

25 identification by the Certified 14:14:56

1	Shorthand Reporter.)	14:15:09
2	MS. LEAL: Thank you.	14:15:09
3	BY MR. MUSSIG:	14:15:10
4	Q Are you familiar with this document?	14:15:13
5	A I am.	14:15:14
6	Q And this is a copy of the El Segundo	14:15:15
7	routine maintenance general team lead job posting	14:15:21
8	that you applied to; right?	14:15:24
9	A Yes.	14:15:25
10	Q Okay. Once again, I think I know how	14:15:25
11	you're going to answer this, but -- so it says:	14:15:32
12	"The position is accepting	14:15:34
13	applicants until September 13,	14:15:36
14	2019."	14:15:36
15	Right?	14:15:38
16	A Yes.	14:15:38
17	Q And then at the very bottom under the	14:15:39
18	Bates number it's dated -- there's a -- there's an	14:15:41
19	October 11, 2019, date; right?	14:15:44
20	A Uh-huh.	14:15:46
21	Q And is that the date you printed it?	14:15:47
22	A It is.	14:15:49
23	Q Okay. And why did you print it?	14:15:49
24	A Just for my records.	14:15:53
25	Q I presume -- yeah. Presumably after you	14:15:54

1 had already applied for the job? 14:15:56

2 A I had already applied, yes. 14:15:57

3 Q Okay. And the job owner for this 14:16:07

4 position was -- it says "Emil C. Cswaykus." 14:16:09

5 Is that Cotey Cswaykus? 14:16:14

6 A It is. His first name is Emil. 14:16:16

7 Q And the PDR for this position was Troy 14:16:20

8 Tortorich; is that right? 14:16:23

9 A Yes. 14:16:24

10 Q And on page 1 and 2 this job posting 14:16:28

11 has -- page 1 leading into page 2 it has a -- a 14:16:33

12 list of four critical selection criteria. 14:16:36

13 Do you see that? 14:16:41

14 A I do. 14:16:41

15 Q And was it Chevron's standard practice 14:16:42

16 to rate all candidate numerically based on these 14:16:45

17 selection criteria? 14:16:49

18 MS. LEAL: Objection. Calls for 14:16:51

19 speculation. 14:16:52

20 THE WITNESS: I don't know. 14:16:52

21 BY MR. MUSSIG: 14:16:52

22 Q Are you aware there was some type of 14:16:53

23 rating that -- that went on? 14:16:55

24 A I am aware of what we're supposed to do, 14:16:59

25 yes, which is you're supposed to fill out a rating 14:17:02

1 sheet for each position. 14:17:04

2 Q Okay. Had you actually participated in 14:17:07

3 that on the other end as a -- as a hiring? 14:17:09

4 A I had. 14:17:12

5 Q And then you typically select the 14:17:14

6 candidate with the highest rating; right? 14:17:18

7 A Not always. 14:17:20

8 Q Why might you not? 14:17:21

9 A There can be extenuating factors. There 14:17:23

10 can be a history that you're looking for. 14:17:33

11 There can be things not covered by the 14:17:35

12 ratings; right? 14:17:41

13 So they don't always have such detail in 14:17:41

14 the selection criteria, and so you may not be able 14:17:46

15 to use the selection criteria as a rating system. 14:17:49

16 There are other numerical fields in the form that 14:17:52

17 you fill out that don't show up here. They're 14:17:58

18 based on past experience and previous PMP ratings 14:18:02

19 and such things like that. I'm not sure that 14:18:08

20 everyone uses the same form. That's just 14:18:10

21 generally what HR has always given me. 14:18:13

22 Q Okay. Well, let me -- so you didn't get 14:18:15

23 this job; right? 14:18:17

24 A I did not. 14:18:18

25 Q And do you know who did? 14:18:19

1	trying to think of who else I heard it from.	14:22:34
2	That's probably it. There may be more, but --	14:22:36
3	Q Any more that you can remember?	14:22:39
4	A Not that I can think of at the moment.	14:22:41
5	Q And when -- when did that occur? When	14:22:47
6	did his team tell you that? In what year?	14:22:50
7	A It would probably be somewhere around	14:23:04
8	"2017." No, that's not right. Probably more like	14:23:07
9	2015.	14:23:26
10	Q You mentioned Troy Tortorich. Who is	14:23:27
11	he?	14:23:31
12	A Troy Tortorich is the maintenance	14:23:32
13	manager at the time of this posting.	14:23:34
14	Q And he told you that the only reason you	14:23:37
15	didn't get this position that we're looking at in	14:23:39
16	Exhibit 13 is because your leadership skills were	14:23:43
17	slightly below Brian Getchius'?	14:23:47
18	A Correct.	14:23:51
19	Q Were there any other witnesses to that	14:23:53
20	conversation?	14:23:54
21	A No. It was a one-on-one conversation.	14:23:55
22	Q Okay. And nothing in writing?	14:23:58
23	A No.	14:23:58
24	Q You had mentioned earlier PMP ratings.	14:24:04
25	What is that?	14:24:07

1 coordination and what jobs were important, what 14:26:41
2 jobs weren't important. I had a project 14:26:45
3 management background through other jobs before 14:26:48
4 Chevron. I had done more influential leadership 14:26:54
5 positions which is also necessary in GTL because 14:26:59
6 you're working with other departments and other 14:27:03
7 groups. I just had more general experience that 14:27:05
8 aligned with the selection criteria. 14:27:11

9 Q Anything else? 14:27:15

10 A No. 14:27:15

11 Q What -- so, ultimately, Chevron created 14:27:27
12 a role for you; right? 14:27:30

13 A Yes. 14:27:33

14 Q And it was the reliability change 14:27:33
15 operating assistant; correct? 14:27:36

16 A Yes. 14:27:38

17 Q Okay. And so that's an OA role; right? 14:27:38

18 A No. 14:27:41

19 Q Why not? 14:27:42

20 A All of the OA roles are in operations, 14:27:46
21 except for the two change OA positions which were 14:27:48
22 both in maintenance and were both discontinued 14:27:52
23 during the reorganization. They also only existed 14:27:54
24 for one year. OA positions has been around in the 14:27:57
25 organization by one title or another as far back 14:28:02

1 Q "No"?

2 A No. That was Kit Deaver.

3 Q Okay. He was your -- he was your

4 supervisor at the time you applied for that

5 position?

6 A That's correct.

7 Q And what -- did Mr. Ruppert move into

8 Kit Deaver's role?

9 A He did.

10 Q Okay. And so Kit Deaver had a good

11 opinion of your abilities, as well; right?

12 A Yes.

13 Q And the -- the reliability change

14 operating assistant paid the same as your IEAR

15 team lead role; right?

16 A It did.

17 MR. MUSSIG: And let's mark as

18 Exhibit 14. It's a letter to Mr. -- well, it's a

19 letter dated November 20th, 2019, titled "job

20 offer," SNOOKAL-1136.

21 (Exhibit 14 was marked for

22 identification by the Certified

23 Shorthand Reporter.)

24 BY MR. MUSSIG:

25 Q Are you familiar with this document?

1 A Yes.

14:30:37

2 Q Okay. And so you were offered the

14:30:40

3 reliability change operating assistant role on

14:30:41

4 November 19, 2019; right?

14:30:45

5 A Yes.

14:30:46

6 Q And had there been discussions prior to

14:30:47

7 that about the role? I mean, was this a shock, or

14:30:49

8 had you talked to Mr. Ruppert about it or anyone

14:30:51

9 else?

14:30:54

10 A He told me that, if I didn't get one of

14:30:57

11 the other positions that I applied for -- that

14:31:02

12 they would work on doing something else. He

14:31:05

13 actually at the time mentioned that they might

14:31:08

14 move me back into the IEAR role, but I did know

14:31:10

15 that they were considering creating some kind of

14:31:14

16 position.

14:31:17

17 Q And, I mean, would you agree he -- he

14:31:21

18 went out of his way to try to do right by you?

14:31:25

19 A Yes.

14:31:25

20 Q And so, of your discrimination claims in

14:31:31

21 this case, none of them are aimed at

14:31:33

22 Mr. Ruppert; right?

14:31:37

23 A That is correct.

14:31:38

24 Q Is there anyone in particular they're

14:31:39

25 aimed at?

14:31:40

1 A Not specifically, no. Well, which 14:31:41
2 claims are we talking about, actually? 14:31:48
3 Q The age discrimination claims. 14:31:51
4 A Then, no. 14:31:53
5 Q Okay. And in terms of the disability 14:31:55
6 discrimination claims, who are those aimed at? 14:31:57
7 Dr. Levy? 14:32:00
8 A Dr. Levy and the Nigerian doctor whose 14:32:01
9 name I can't really say, so I'm not going to -- 14:32:07
10 I'm not going to do it a disservice. 14:32:09
11 Q I mean, we talked about him earlier. 14:32:11
12 A Yeah. 14:32:13
13 Q The one that -- that -- 14:32:14
14 A Asekomeh, I believe, is his name. 14:32:15
15 Q -- made the decision? 14:32:19
16 A Yeah. Uh-huh. 14:32:20
17 Q Do you have any reason to believe that 14:32:21
18 Dr. Levy played a role in that decision, the 14:32:22
19 decision to rescind the -- the REM job offer? 14:32:26
20 A Yes. He told me that he -- the last 14:32:30
21 conversation that I had with him he said that he 14:32:33
22 is going to let Dr. Asekomeh's determination 14:32:38
23 stand. He is his supervisor, essentially, so it 14:32:47
24 would be up to -- Dr. Levy would have that power 14:32:52
25 to over -- overrule that. 14:32:55

1 Q How do you know that? 14:32:58

2 A Well, he told me he did. 14:32:59

3 Q Okay. Do you know of any other -- 14:33:00

4 A Any other reason? No, I don't know; 14:33:03

5 just that he told me he did. 14:33:05

6 Q Okay. I believe in this case you've 14:33:06

7 alleged that the reliability change OA position 14:33:13

8 was not as good because you didn't have any direct 14:33:21

9 reports. 14:33:23

10 Right? 14:33:24

11 A Among other reasons; but, yes. 14:33:25

12 Q Okay. Among other reasons? 14:33:28

13 A Yeah. 14:33:30

14 Q But the other OA roles also -- other OA 14:33:30

15 roles also did not have direct reports; right? 14:33:34

16 A That is correct. 14:33:36

17 Q Okay. And so you're saying that the -- 14:33:36

18 the reliability change OA was different from all 14:33:38

19 the other OA positions at the facility; right? 14:33:41

20 There was one other that was -- that fell under 14:33:44

21 the same category? 14:33:46

22 A Correct. 14:33:48

23 Q Was it the maintenance change OA? 14:33:49

24 A It was. 14:33:51

25 Q Okay. So you're saying reliability 14:33:51

1 description for it because it doesn't exist.

14:35:06

2 Q What were you doing on a day-to-day
3 basis?

14:35:09

14:35:11

4 A Whatever Austin wanted me to do. I
5 spent the first three or so months training the
6 new IEAR team lead and wrapping up some projects
7 that I was working on. I think I also got
8 assigned to an investigation, but it was just --
9 it's kind of like whatever --

14:35:12

14:35:15

14:35:19

14:35:26

14:35:31

14:35:34

10 Q Almost like special projects?

14:35:36

11 A Yeah.

14:35:38

12 Q Okay. Now, less than a year later

14:35:44

13 around October, 2020, that's when this big reorg

14:35:47

14 happened -- right? -- restructuring of the

14:35:49

15 business?

14:35:51

16 A That's -- that's when it rolled down to

14:35:51

17 my level, yeah. It began much earlier than that.

14:35:54

18 Q Okay. And are you aware that ten
19 percent of the employees were laid off?

14:35:57

14:35:58

20 A I am.

14:36:00

21 Q And --

14:36:00

22 A I actually take issue with that number.
23 It's not ten percent were laid off. Ten percent
24 of the employee -- there was a reduction of ten
25 percent of the workforce.

14:36:02

14:36:05

14:36:08

14:36:10

1 Q I see. And it was during this 14:36:13
2 restructuring period that you applied to the IEAR 14:36:26
3 team lead position again; right? 14:36:32
4 A I did not apply for that IEAR team lead 14:36:34
5 position during the restructuring. 14:36:36
6 Q When was that? 14:36:36
7 A I never re-applied for the IEAR team 14:36:37
8 lead. 14:36:40
9 Q How did you get that job? 14:36:40
10 A They gave it to me. 14:36:41
11 Q What do you mean, they gave it to you? 14:36:43
12 A They told me that, if I didn't take the 14:36:45
13 IEAR team lead position -- that I wouldn't have a 14:36:49
14 position at Chevron. 14:36:51
15 Q Was that because the -- the reliability 14:36:54
16 change OA position was going to go away? 14:37:00
17 A Yes. 14:37:00
18 Q And was that because of the 14:37:04
19 restructuring? 14:37:06
20 A Yes. 14:37:06
21 Q And what happened to the person who was 14:37:11
22 in the "I" -- "I" -- IEAR team lead position prior 14:37:13
23 to that? 14:37:17
24 A It was -- the restructuring was quite 14:37:24
25 complicated in the way they did it, so that's not 14:37:26

1 an easy question to answer. 14:37:29

2 MS. LEAL: Don't guess. If you don't 14:37:31

3 know, you don't know. 14:37:32

4 THE WITNESS: I do know. It's just that 14:37:34

5 it's -- it's very -- it's very difficult, you 14:37:35

6 know. There's a lot of things about it that I 14:37:39

7 don't know. I can tell you that every -- 14:37:41

8 MS. LEAL: He's just asking about the 14:37:42

9 one individual, though. 14:37:44

10 THE WITNESS: Oh. Where did he go? I 14:37:45

11 don't know. 14:37:47

12 BY MR. MUSSIG: 14:37:47

13 Q Yeah. Yeah. 14:37:47

14 A I don't know what position he went into. 14:37:47

15 I guess what I'm saying is it's difficult because 14:37:49

16 none of us had positions. That's the way they did 14:37:52

17 the restructuring. No one has a job. Everyone 14:37:55

18 has to apply for four jobs. And then they just 14:37:57

19 fill those jobs, and anyone left standing doesn't 14:38:00

20 have a job anymore. So at the time that I applied 14:38:03

21 for positions, he also didn't have a position. So 14:38:07

22 like -- 14:38:10

23 Q I see. 14:38:11

24 A -- no one had a position. 14:38:11

25 Q So did you apply for four jobs at that 14:38:12

1	time?	14:38:14
2	A I did.	14:38:15
3	Q And what four jobs?	14:38:15
4	A I don't recall what they are. Sorry.	14:38:16
5	There was an analyzer engineering -- analyzer	14:38:19
6	engineer for the central organization in Texas	14:38:24
7	which is one of the jobs that I would say I was	14:38:27
8	discriminated against on based on something. It	14:38:33
9	was either retaliation or age. But the other	14:38:36
10	three jobs, I don't know who got them, and, you	14:38:42
11	know, I don't have any issues with those.	14:38:46
12	Q Okay. So let's focus on the analyzer	14:38:47
13	engineer job in Houston.	14:38:51
14	A Uh-huh.	14:38:52
15	Q I think you had said more to the job	14:38:53
16	title.	14:38:55
17	A I don't know the actual job title.	14:38:55
18	There's a central organization. It got a new name	14:38:59
19	during that time, as well, but it -- it was a --	14:39:04
20	it may have just been called "analyzer engineer."	14:39:09
21	Q And you believe you didn't get that job	14:39:12
22	either because of age discrimination or because of	14:39:18
23	retaliation?	14:39:20
24	A Yes.	14:39:21
25	Q Why do you believe that?	14:39:22

1 A I was vastly more qualified than the 14:39:24
2 person that they placed in that position. 14:39:27
3 Q Who is the person they placed in that 14:39:29
4 position? 14:39:31
5 A Amit Sondhi, I believe, is his name. 14:39:32
6 Q How old is he? 14:39:41
7 A I believe he's close to me in age, but 14:39:43
8 early 40s at the time. 14:39:52
9 Q And how old are you at the time? 14:39:53
10 A 47 or 48. 48, I think. 14:39:55
11 Q So less than five years apart? 14:39:59
12 A Uh-huh. 14:40:02
13 Q You have to say "yes" or "no." 14:40:03
14 A Yes. 14:40:04
15 Q And so why do you believe you were 14:40:04
16 vastly more qualified than him? 14:40:13
17 A The position, the very brief job 14:40:14
18 description -- but I -- I have familiarity with 14:40:21
19 that position. One of my friends, Bac Vu, had 14:40:22
20 just left that position during the reorganization 14:40:27
21 for a different position in the -- in the -- in 14:40:30
22 the company which is why that position was open. 14:40:33
23 The job is to be a subject matter expert 14:40:41
24 in the field of analyzers which we discussed 14:40:45
25 earlier. I have been working with or in the field 14:40:47

1 in, were he an SME.

14:42:55

2 Q And SME is subject matter expert?

14:42:58

3 A Yes.

14:43:00

4 Q Okay. And you said "FEMA." What is
5 that?

14:43:00

14:43:02

6 A Failure mode -- I can't remember the
7 whole acronym. Sorry.

14:43:02

14:43:10

8 Q Okay.

14:43:11

9 A But it's -- it's a fail -- it's a -- a
10 way things fail. It's an evaluation of ways
11 equipment fail.

14:43:12

14:43:15

14:43:17

12 Q All right. Other than what -- what Bac
13 Vu told you, do you have any reason to believe
14 that Amit Sondhi didn't have any analyzer
15 experience?

14:43:19

14:43:22

14:43:23

14:43:28

16 A Just that they never used him as an SME
17 after that, so demonstrated no experience. They
18 also had to redo some of his projects is my
19 understanding.

14:43:30

14:43:32

14:43:38

14:43:42

20 Q How do you -- how did you come to that
21 understanding?

14:43:42

14:43:44

22 A Also from Bac Vu.

14:43:45

23 Q Is it fair to say Bac Vu is not a fan of
24 "Andy" -- Amit Sondhi?

14:43:47

14:43:50

25 A I wouldn't know.

14:43:53

1 Q Any other reason that you think that the 14:43:58
2 fact you didn't get that analyzer engineer 14:44:02
3 position in Houston was discriminatory? 14:44:04
4 A No. 14:44:04
5 Q And you had mentioned retaliation. Why 14:44:09
6 would you think it was retaliatory that you didn't 14:44:12
7 get that position? 14:44:14
8 A Well, they didn't give me any of the 14:44:15
9 positions that I applied for, and I had at this 14:44:17
10 point already obtained a lawyer about the 14:44:20
11 disability discrimination. 14:44:26
12 Q Had you already filed a lawsuit? 14:44:30
13 A No, but they had sent out a -- some kind 14:44:31
14 of letter. 14:44:34
15 Q Your lawyers had sent a letter to the 14:44:36
16 company? 14:44:42
17 A Yes. 14:44:43
18 Q Do you have any reason to believe the 14:44:43
19 people who made the decision about that analyzer 14:44:45
20 position had any knowledge of the fact that your 14:44:48
21 lawyers had sent a letter to the company? 14:44:51
22 A I don't know who made the decisions at 14:44:53
23 all. 14:44:54
24 Q Okay. So the answer is "no"? 14:44:54
25 A "No." 14:44:57

1 the future." 15:07:48

2 Q Okay. 15:07:50

3 A So that's, "Don't -- don't put OA 15:07:50

4 because you won't get it." And then I said, "Am I 15:07:54

5 even on the list?" and he said, "No." 15:08:04

6 Q And so -- and we had talked about the 15:08:05

7 four jobs you ultimately applied for. 15:08:07

8 One was IE -- IEAR lead; right? 15:08:10

9 A I do not apply for that job. 15:08:12

10 Q No. That's right. You had applied for 15:08:14

11 four jobs. 15:08:15

12 Three of them you say you had no issue 15:08:16

13 with, and the fourth was the one in Houston, the 15:08:18

14 analyzer position? 15:08:21

15 A Right. The other three I don't know 15:08:22

16 enough about to have an opinion one way or the 15:08:24

17 other. 15:08:26

18 Q Okay. And so then how -- were you -- 15:08:26

19 were you denied for all four of those jobs? 15:08:29

20 A I was. 15:08:32

21 Q And then they put you in the IEAR lead? 15:08:32

22 A That's correct. 15:08:35

23 Q And, I mean, you must have accepted it 15:08:36

24 at some point like; right? 15:08:40

25 I -- I -- I -- and I understand what 15:08:42

1 your testimony is -- is they told you, "This is 15:08:44
2 it. This is all we have. You can have this, or 15:08:46
3 there's nothing." But you accepted. You said, 15:08:49
4 "Okay. I'll take -- I'll take the position." 15:08:51
5 A Oh. Did I accept it? Yeah, I accepted 15:08:52
6 it. 15:08:56
7 Q Were there any more messages with 15:08:57
8 Mr. Ruppert on Teams? 15:09:05
9 It looks like there were. 15:09:06
10 A There's a ton of messages with -- he was 15:09:06
11 my supervisor and it was COVID, so this is how we 15:09:10
12 communicated. 15:09:14
13 Q Were there any other text messages about 15:09:15
14 OA lists? 15:09:17
15 A Not that I recall. I'm sure that's why 15:09:18
16 I pulled these out. 15:09:21
17 Q Okay. Sorry. I said "text messages," 15:09:22
18 but I meant Teams messages. 15:09:24
19 A Yeah. We also had text messages 15:09:26
20 during -- during that period of time. 15:09:29
21 It was a very -- lots of means of 15:09:30
22 communication, not all of which were the same all 15:09:36
23 the time; right? 15:09:40
24 Sometimes it was text. Sometimes it was 15:09:41
25 Teams. Sometimes it was video calls. Sometimes 15:09:43

1 Q You didn't talk about anything else in 15:13:03
2 15 minutes? 15:13:07

3 A Not really, no. I'm not sure it lasted 15:13:09
4 15 minutes. I'm saying it was a 15-minute 15:13:12
5 meeting, so it was 15 minutes or less. But, no, I 15:13:15
6 don't believe we talked about anything else. 15:13:18

7 Q Okay. On the -- do you believe your -- 15:13:21
8 let me ask this way: In this case is the -- the 15:13:27
9 only disability that you are alleging the heart 15:13:33
10 condition that we talked about? 15:13:38

11 A Yes. 15:13:38

12 Q And other than the revocation of the REM 15:13:40
13 job in Escravos, do you believe your heart 15:13:45
14 condition had anything to do with any other 15:13:48
15 decision in terms of promotions or anything else 15:13:50
16 at Chevron? 15:13:52

17 A No, only -- only that I expressed that I 15:13:55
18 thought it was discrimination. So anything after 15:14:02
19 that, you know, could be affected by that but not 15:14:05
20 directly by the fact that I had the disability. 15:14:09

21 Q Okay. So you're saying it's possible 15:14:13
22 there was some retaliation, but you don't think 15:14:15
23 any other decision at Chevron was ever based in 15:14:17
24 any part on your disability? 15:14:21

25 A That's correct. 15:14:24

1 Q And do you have any reason to believe 15:14:25
2 there was any retaliation against you because you 15:14:27
3 had alleged that you'd suffered disability 15:14:32
4 discrimination? 15:14:35

5 A Could you repeat the question? 15:14:44

6 Q Sure. Do you have any reason to believe 15:14:46
7 that any decision subsequent to that allegation of 15:14:47
8 discrimination was retaliatory? 15:14:51

9 A Yes, I do have reason to believe. 15:15:00

10 Q And what is that reason? 15:15:03

11 A The way I was handled after that event 15:15:05
12 was basically to find a place for me so that I 15:15:16
13 would remain employed, but it wasn't necessarily a 15:15:24
14 useful place. And when it came time for them to 15:15:32
15 have to place me in something, they moved someone 15:15:35
16 out of a role that they had been in for less than 15:15:38
17 a year to put me into that role. And I found out 15:15:40
18 after I had been put back into the IEAR role that 15:15:46
19 I was not evaluated for all of the four positions 15:15:51
20 that I applied for -- 15:15:54

21 Q What do you mean? 15:16:00

22 A -- in the reorganization. 15:16:00

23 Q So in the reorganization you had applied 15:16:05

24 for the -- the -- I thought that was the four 15:16:07

25 positions we talked about, three of which you have 15:16:10

1 no issue with, and the fourth is the analyzer 15:16:12

2 position in Houston. 15:16:14

3 A That's correct. 15:16:16

4 Q So you just said a moment ago that you 15:16:17

5 weren't evaluated for those. 15:16:18

6 A I applied for them, but I was never 15:16:20

7 evaluated for whether I should get them or not. I 15:16:21

8 was placed into the IEAR role and told that I 15:16:25

9 didn't get any of the other roles. 15:16:28

10 Q And how do you know you weren't 15:16:32

11 evaluated for the other roles? 15:16:33

12 A Because when I filed a DFEH claim, they 15:16:35

13 had to produce the sheets, and one of the 15:16:38

14 sheets -- evaluation sheets says that my name was 15:16:41

15 withdrawn before evaluation was made. I believe 15:16:47

16 it also says that in the paperwork that the 15:16:50

17 Chevron "loyal" filed -- lawyer filed with the 15:16:55

18 DFEH. 15:16:57

19 Q Your name was withdrawn as to all four 15:17:01

20 roles? 15:17:05

21 A Those four positions. I don't know how 15:17:05

22 many. At least one. 15:17:08

23 Q At least one of those roles? 15:17:09

24 A At least one. 15:17:10

25 Q Do you have any other reason to believe 15:17:18

1 discrimination and retaliation claims that you 15:30:02
2 know of? 15:30:05
3 MS. LEAL: "Insight." 15:30:05
4 THE WITNESS: I don't know. I mean, he 15:30:07
5 might. I -- I don't know. I don't know what he 15:30:10
6 thinks or knows. 15:30:13
7 BY MR. MUSSIG: 15:30:13
8 Q Okay. What -- who at Chevron do you 15:30:13
9 think discriminated against you on the basis of 15:30:15
10 your age? 15:30:17
11 A I don't think it was any specific 15:30:18
12 person. I think it's the way Chevron has 15:30:19
13 constructed their leadership pipeline is 15:30:25
14 inherently discriminatory. 15:30:28
15 Q Okay. But no specific person? 15:30:30
16 A Not that I'm aware of. 15:30:33
17 Q When you say here Mr. Getchius and you 15:30:37
18 talked about "a management sponsor," what is that? 15:30:41
19 A That's -- another thing that people talk 15:30:47
20 about at Chevron a lot is management sponsors 15:30:49
21 which is basically someone in upper management who 15:30:52
22 assists you in moving your career forward. I'm 15:30:59
23 not sure exactly what -- means -- that works as. 15:31:04
24 I suppose I had a management sponsor when the 15:31:08
25 technical manager moved me into the analyzer 15:31:11

1 show that Chevron has a propensity to favor 15:36:22
2 college graduates without work experience, to wit, 15:36:25
3 younger employees. 15:36:27

4 Other than what we had talked about 15:36:28
5 earlier, did you speak with Mr. Byrd about 15:36:30
6 anything in regards to promotions and careers? 15:36:32

7 A Zak and I spoke about this text message, 15:36:37
8 Exhibit 15, where the RLT had negative or mixed 15:36:44
9 feedback. He wasn't able to give me any 15:36:50
10 information. 15:36:55

11 Q Yeah. I think you had mentioned that -- 15:36:56

12 A Yeah. 15:36:57

13 Q -- that you had asked him about the OA 15:36:58
14 list and -- and -- 15:37:00

15 A No. Yeah. He gave me information about 15:37:03
16 the OA list. He didn't give me information about 15:37:04
17 my mixed -- quote, unquote, "mixed reputation" 15:37:08
18 with the RLT. 15:37:12

19 Q Right. I think you -- you had said you 15:37:13
20 asked him to elaborate, and they could not? 15:37:15

21 A Right. 15:37:17

22 Q And what -- like what was the -- did you 15:37:17
23 ask just once to elaborate, and he said, "I 15:37:23
24 don't -- I don't -- I don't know," or -- or how 15:37:25
25 did that conversation go? 15:37:27

1 A Well, after the initial conversation 15:37:30
2 that I had with Zak, you know, Zak gave me an 15:37:33
3 opportunity as an OA to backfill for somebody 15:37:38
4 during vacation which is part of the process of 15:37:42
5 getting to be an OA. And then after he left the 15:37:45
6 facility and went to a different Chevron facility 15:37:47
7 he continued to unofficially mentor me for career 15:37:50
8 development, and we had several conversations with 15:37:56
9 him giving me advice on how I could possibly 15:38:04
10 advance my career, people that I should talk to. 15:38:11
11 The last conversation that I had with him along 15:38:15
12 those lines he expressed frustration and didn't 15:38:20
13 understand why I was being as unsuccessful as I 15:38:26
14 was. 15:38:36

15 Q So Zak Byrd was an ally of yours? 15:38:36

16 A Yes. 15:38:36

17 Q Okay. And so you certainly don't think 15:38:40
18 he did anything discriminatory or retaliatory 15:38:41
19 against you? 15:38:45

20 A I do not. 15:38:46

21 Q Skipping ahead to page 11, you mention 15:38:55

22 Bac Vu at line 4. We talked about him earlier. 15:39:03

23 You spoke to him mostly in connection 15:39:07

24 with that analyzer role in Houston; right? 15:39:08

25 A Bac Vu has at times given me career 15:39:15

1	A	No.	15:46:49
2	Q	Okay. So -- so you resigned your	15:46:51
3		position at Chevron; right?	15:47:01
4	A	Yes.	15:47:07
5	Q	You -- you allege that you were	15:47:08
6		constructively discharged?	15:47:09
7	A	Yes.	15:47:10
8	Q	You resigned effective August 20, 2021;	15:47:11
9		correct?	15:47:11
10	A	Yes.	15:47:15
11	Q	And to announce your resignation you	15:47:15
12		sent Thalia Tse -- Tse -- Tse?	15:47:19
13	A	Now -- now I can't get it in my head.	15:47:25
14	Q	I thought it was Tse.	15:47:27
15	A	I think it's Tse.	15:47:29
16	Q	Tse?	15:47:30
17	A	But she told everyone -- she would say	15:47:30
18		her name when you first met her, then she would	15:47:32
19		say to call her "T," and so no one ever said her	15:47:36
20		name after that. So I don't honestly know how to	15:47:39
21		say her name.	15:47:43
22	Q	All right. Well, you sent a letter to	15:47:43
23		Thalia T-s-e?	15:47:45
24	A	Yes.	15:47:45
25	Q	A resignation letter on August 4, 2021;	15:47:47

1 correct? 15:47:47

2 A Yes. 15:47:56

3 MR. MUSSIG: What exhibit are we on? 15:48:00

4 17? 15:48:02

5 THE STENOGRAPHIC REPORTER: Yes. 15:48:03

6 MS. LEAL: Yeah. 15:48:03

7 MR. MUSSIG: I'll mark as Exhibit 17 a 15:48:03

8 letter from Mr. Snookal to Thalia Tse dated 15:48:05

9 August 4, 2021. 15:48:13

10 (Exhibit 17 was marked for 15:48:13

11 identification by the Certified 15:48:13

12 Shorthand Reporter.) 15:48:13

13 BY MR. MUSSIG: 15:48:13

14 Q Now, I -- I assume you're familiar with 15:48:26
15 this letter? 15:48:27

16 A I am. 15:48:27

17 Q You sent it to Ms. Tse on August 4, 15:48:28
18 2021? 15:48:33

19 A Uh-huh. 15:48:33

20 Q Did you -- how did you -- did you 15:48:34
21 deliver it, hand-deliver it, or e-mail it? How 15:48:35
22 did you get it to her? 15:48:37

23 A I believe I e-mailed it to her and to my 15:48:39

24 supervisor, but I -- I may have handed my 15:48:41

25 supervisor a copy. I'm -- I'm honestly not sure. 15:48:44

1 say anything bad about a company that you're 15:53:33
2 leaving, and I saw no benefit to writing it down 15:53:36
3 to people that really don't have anything to do -- 15:53:40
4 any power to affect what I was complaining about. 15:53:43
5 Q Did you talk to anyone else at Chevron 15:53:54
6 about your resignation? 15:53:56
7 A No. 15:53:56
8 Q And I'm not -- again, I'm not trying to 15:54:01
9 surprise. 15:54:03
10 Did you talk to Troy Tortorich? 15:54:04
11 A I don't believe I did, no. 15:54:06
12 MR. MUSSIG: I'll mark as Exhibit 18 a 15:54:19
13 document titled "voluntarily termination - 15:54:21
14 GO-439-1," Bates-numbered SNOOKAL-1143. 15:54:26
15 (Exhibit 18 was marked for 15:54:26
16 identification by the Certified 15:54:26
17 Shorthand Reporter.) 15:54:37
18 MS. LEAL: Thank you. 15:54:37
19 BY MR. MUSSIG: 15:54:38
20 Q Are you familiar with this document? 15:54:39
21 A I am. 15:54:41
22 Q Is it -- is that your signature in the 15:54:43
23 middle of the page? 15:54:44
24 A It is. 15:54:45
25 Q And you signed this on August 4, 2021? 15:54:47

1	A	I did.	15:54:49
2	Q	And this says:	15:54:51
3		"I wish to resign my	15:54:52
4		employment with the Chevron	15:54:53
5		Products Company effective	15:54:55
6		August 20, 2021, for the following	15:54:56
7		reasons: I am leaving for an	15:54:59
8		opportunity with significantly	15:55:01
9		increased responsibility."	15:55:02
10		There's no other stated reason for your	15:55:04
11		resignation; correct?	15:55:07
12	A	Correct.	15:55:08
13	Q	Is that true? You were leaving for an	15:55:08
14		opportunity with a significantly increased	15:55:10
15		responsibility?	15:55:12
16	A	It is a correct statement. Yeah.	15:55:13
17	Q	Did you discuss with anyone at Chevron	15:55:17
18		in this time period about anything with regard to	15:55:22
19		discrimination or retaliation?	15:55:27
20		MS. LEAL: Again, that he hasn't already	15:55:29
21		discussed today, I assume.	15:55:30
22		BY MR. MUSSIG:	15:55:30
23	Q	During -- during this -- during the	15:55:34
24		resignation --	15:55:36
25		MS. LEAL: Okay.	15:55:37

1 BY MR. MUSSIG: 15:55:37

2 Q -- in connection with the resignation? 15:55:37

3 A No. 15:55:39

4 Q And, again, why not? 15:55:45

5 A The same answer. There's no point in 15:55:49

6 putting it on this form which is just going to get 15:55:52

7 stuck in my file. They probably didn't even read 15:55:55

8 it. 15:55:58

9 MR. MUSSIG: 19. I'm going to mark as 15:56:14

10 Exhibit 19 a document entitled "exit interview." 15:56:16

11 (Exhibit 19 was marked for 15:56:16

12 identification by the Certified 15:56:16

13 Shorthand Reporter.) 15:56:16

14 BY MR. MUSSIG: 15:56:16

15 Q And you participated in an exit 15:56:36

16 interview with Ms. Tse before you left Chevron; 15:56:38

17 correct? 15:56:38

18 A I did. 15:56:42

19 Q And the interview was voluntary; 15:56:43

20 correct? 15:56:43

21 A Yes. 15:56:45

22 Q Do you know -- you might not know the 15:56:48

23 answer to this. 15:56:51

24 Do you know whether Chevron only 15:56:51

25 requests this type of exit interview when 15:56:52

1	employees leave voluntarily?	15:56:55
2	A I don't know.	15:56:57
3	Q Are you familiar with this document,	15:57:00
4	Exhibit 19?	15:57:01
5	A No.	15:57:01
6	Q Do you -- if you read through it, is	15:57:07
7	this a fair summary of your exit interview?	15:57:10
8	A You'll have to give me some time to read	15:57:13
9	through it.	15:57:15
10	Q Sure.	15:57:16
11	A It seems accurate.	16:02:08
12	Q Okay. Let's see. Anything in here that	16:02:09
13	you think is inaccurate?	16:02:18
14	A No.	16:02:22
15	Q On page 3, question 14, you say that	16:02:25
16	you -- it says:	16:02:37
17	"Based on your overall	16:02:37
18	experience at Chevron, what did you	16:02:38
19	like the least?"	16:02:40
20	And you answered:	16:02:40
21	"Politics."	16:02:41
22	You say:	16:02:44
23	"Example, I was told by my	16:02:45
24	previous manager that the reason I	16:02:47
25	didn't get the GTL because someone	16:02:48

1	A	No.	16:03:27
2	Q	"No," that's not right or, "yes," that's	16:03:29
3		right?	16:03:31
4	A	Yes, that's right. Sorry.	16:03:32
5	Q	And so you didn't say anything in here	16:03:33
6		about Chevron wanting you to leave; right?	16:03:44
7	A	I mean, I wouldn't read it that way.	16:03:54
8	Q	What do you mean by that?	16:03:59
9	A	I think that you can take answer 14 and	16:04:00
10		say that Chevron didn't really -- wasn't really	16:04:03
11		interested in advancing my career which I had	16:04:06
12		expressed interest in, and so that's, in effect,	16:04:08
13		telling me that they don't want me to stick	16:04:11
14		around. I think that my supervisor not talking to	16:04:14
15		me very often or being particularly involved in my	16:04:17
16		career development or my team or my group is a	16:04:20
17		pretty good indicator that they're not	16:04:24
18		particularly interested in what I have to do.	16:04:27
19		And a very long section in question 5	16:04:30
20		where I said that my career development and	16:04:33
21		advancement was poor, when I talked about that all	16:04:36
22		of these jobs that I've applied for have always	16:04:41
23		been on my career development plan and I have	16:04:44
24		never been able to get one, so I think effectively	16:04:45
25		Chevron was telling me, "We value you -- you for	16:04:50

1 specific things but not for anything that you're 16:04:55
2 interested in." 16:04:58
3 Q Okay. So I understand that you felt 16:04:58
4 that your career wasn't progressing as you would 16:05:01
5 like at Chevron, but no one at Chevron wanted you 16:05:03
6 to quit; right? 16:05:06
7 A I don't know that. 16:05:08
8 Q Well, that you -- or that you're aware 16:05:09
9 of. 16:05:12
10 A Not that I'm aware of. 16:05:12
11 Q And, in fact, didn't your -- didn't 16:05:15
12 you -- Mr. Ruppert and Mr. Curtin were very 16:05:18
13 supportive of you; right? 16:05:21
14 A Yes. 16:05:24
15 MR. MUSSIG: And so -- well, let's look 16:05:29
16 at a couple more documents here. I'll mark as 16:05:31
17 Exhibit 20. It's a document titled "Mark" -- 16:05:41
18 "Snookal, Mark Chevron year-end performance review 16:05:47
19 2020." 16:05:49
20 (Exhibit 20 was marked for 16:05:49
21 identification by the Certified 16:05:49
22 Shorthand Reporter.) 16:05:49
23 BY MR. MUSSIG: 16:05:49
24 Q And take whatever time you need. This 16:06:00
25 is your performance review from the year 2020; 16:06:02

1 influencing skills outside 16:11:35

2 El Segundo," et cetera? 16:11:36

3 A Yes. 16:11:36

4 Q Okay. So -- and -- and I think you had 16:11:38

5 testified before that all of your performance 16:11:40

6 reviews talked about opportunities to grow. 16:11:41

7 A Correct. 16:11:44

8 Q And so this one does, as well; right? 16:11:44

9 A Yes. It's -- it's actually a 16:11:49

10 requirement of writing the performance reviews by 16:11:50

11 the person that writes them that they give you 16:11:52

12 both positive and negative feedback. I also wrote 16:11:54

13 performance reviews. So they're all going to have 16:11:57

14 something positive, and, really, they should have 16:11:59

15 some area for development. Otherwise, they're a 16:12:02

16 waste of time. 16:12:05

17 Q Sure. So no one at Chevron asked you to 16:12:06

18 leave; right? 16:12:09

19 A No. 16:12:10

20 Q "No," that's not right or -- 16:12:12

21 A Or no one asked me to leave. 16:12:14

22 Q Okay. And did your supervisor when you 16:12:15

23 spoke to him, Mr. Curtin, indicate that he would 16:12:17

24 prefer you stay? 16:12:20

25 A He did. 16:12:22

DEPONENT'S DECLARATION

I, MARK JORDAN SNOOKAL, hereby declare:

I have read the foregoing deposition, I identify it as my own, and I have made any corrections, additions or deletions that I was desirous of making in order to render the within transcript true and correct.

(Date)

_____, _____
(City and State)

(Signature)

1 STATE OF CALIFORNIA)
) SS.
2 COUNTY OF VENTURA)

3 I, John M. Taxter, a California Certified
4 Shorthand Reporter, Certificate No. 3579, a
5 Registered Professional Reporter, do hereby
6 certify:


7 That the foregoing proceedings were taken
8 before me at the time and place therein set forth,
9 at which time the deponent was put under oath by
10 me; that the testimony of the deponent and all
11 objections made at the time of the examination
12 were recorded stenographically by me and were
13 thereafter transcribed; that the foregoing is a
14 true and correct transcript of my shorthand notes
15 so taken.

16 I further certify that I am neither counsel
17 for nor related to any party to said action.

18 The dismantling, unsealing, or unbinding of
19 the original transcript will render the Reporter's
20 Certificate null and void.

21 Pursuant to Federal Rule 30(e), transcript
22 review was requested.

23 Dated May 22, 2024.

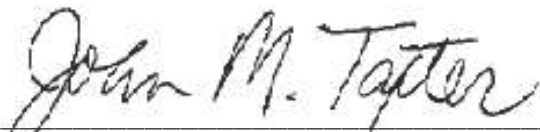
24 
25 JOHN M. TAXTER
California Certified Shorthand
Reporter No. 3579, RPR

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I, John M. Taxter, Certified Shorthand Reporter,
CSR No. 3579, hereby certify:

The foregoing is a true and correct copy of the
original transcript of the proceedings taken by me
as thereon stated.

Dated: May 23, 2024



John Taxter, CSR No. 3579